

## Position Details

### Administrative Services – CSOF5

#### THE FOLLOWING INFORMATION IS FOR APPLICANTS

Advertised Job Title	Senior HSE Advisor - SKA-Low Telescope
Job Reference	98649
Tenure	Indefinite - Full-time, Part-time or Job-share
Salary Range	CSOF5 - AU\$114,219 to AU\$123,605 per annum, plus 15.4% superannuation plus all applicable site allowances when on site.
Location(s)	Geraldton or Perth – occasional travel to the Telescope Site will be required.
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	Australian/New Zealand Citizens and Australian Permanent Residents
Client Focus – Internal	0%
Client Focus – External	100%
Position reports to the	This position will report to the SKA-Low HSE Executive Manager
Number of Direct Reports	3
Enquire about this job	To enquire about this job please reach out to the SKA-Low HSE Systems and Assurance Manager, Jessica Olynyk, on <a href="mailto:jessica.olynyk@csiro.au">jessica.olynyk@csiro.au</a> for more information.
How to apply	Apply online at <a href="https://jobs.csiro.au/">https://jobs.csiro.au/</a> Internal applicants please apply via <b>Jobs Central</b> If you experience difficulties when applying, please email <a href="mailto:careers.online@csiro.au">careers.online@csiro.au</a> or call 1300 984 220.

#### Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](#).

#### The CSIRO Experience

As an employee of CSIRO, you will be eligible for the many benefits of working at Australia's National Science Agency. You can read more here:

1. [Life at CSIRO](#)
2. [Personal Development & Learning](#)
3. [Generous Leave & Conditions](#)
4. [Work / Life Balance](#)

## Background

The SKA Observatory is a next-generation radio astronomy facility set to transform our understanding of the Universe and fundamental physics. By deploying cutting-edge technology, it will have a lasting impact on science and society. With investment totalling almost A\$3.5bn, the scale and reach of the facility will be unsurpassed. The SKA Observatory is an Intergovernmental Organisation, supported on five continents and in both hemispheres under a unique partnership of sixteen nations. The SKA Observatory's facilities include its headquarters in the UK and radio-quiet sites in remote areas of South Africa and Australia, where the mid- and low-frequency telescopes are being built.

By constructing and operating these advanced telescopes, the SKA Observatory will become the world leader in radio astronomy, providing unparalleled research capabilities for decades.

In Australia, the SKA Observatory is collaborating with CSIRO, Australia's national science agency, to construct and operate the SKA-Low Telescope. SKA-Low teams are operating out of:

- Inyarrimanha Ilgari Bundara, the CSIRO Murchison Radio-astronomy Observatory on Wajarri Yamaji Country.
- Our Engineering Operations Centre on Nhanhangardi, Naaguja, Wilyny and Amangu Country in Geraldton.
- Our Science Operations Centre on Whadjuk Noongar Country in Perth.

Further Reading: [Explore CSIRO and the SKA-Low Telescope project](#)

## Role Overview

Be part of something extraordinary.

This is more than just another HSE role; it's your chance to help build one of the most ambitious science projects in human history – the SKA-Low Telescope – right here in Western Australia. The experience you'll gain from working with our team, and the scientific legacy you'll help create, are truly once-in-a-lifetime.

As the **Senior HSE Advisor**, you'll play a pivotal role in shaping and sustaining a world-class safety culture during the construction and operational phases of the SKA-Low telescope. Currently we are in the construction phase with the SKA-Low site, with much of the site under the control of the infrastructure Principal Contractor. We are seeking an HSE professional who will help us manage the HSE for the site and SKA / CSIRO staff working there, as well as transfer operational responsibility to the SKA-Low team in preparation for the telescope's 50-year science mission. You'll be at the heart of this transformation, working closely with construction contractors, internal teams, and the SKA-Low Site Management Team to ensure a smooth and safe transition to operations.

This is a hands-on role requiring collaboration across a diverse range of stakeholders. You'll be instrumental in ensuring environmental and safety risks are proactively identified and managed to Australian Standards, supporting a safe and sustainable workplace that will endure for generations.

## What We Offer

- A front-row seat to a globally significant scientific endeavour.
- A collaborative, inclusive workplace that genuinely values work-life balance.
- Flexible working arrangements – full-time, part-time, or job share.
- Support for travel needs, with consideration for personal arrangements.

## What You'll Need

- A deep commitment to creating and nurturing a positive HSE culture.
- The confidence and capability to engage on-site and drive safe practices across construction and operations teams.
- Willingness and ability to travel to site.

CSIRO and the SKA Observatory value and respect difference, and we are committed to building an inclusive culture by creating an environment where you can balance a successful career with your commitments and interests outside of work. We believe that you will do your best at work if you have a work / life balance. We are open to discussing flexible working opportunities with this role being offered on a full-time, part-time or job share basis. Please raise your preference in your application.

## Travel Requirements

We are committed to making travel work for our people and we work hard to accommodate personal requirements when scheduling travel. A critical role like Senior HSE Advisor clearly needs to spend time where the action is – in Geraldton and on our Construction Site.

If based in Geraldton:	Candidates wishing to work from Geraldton will be asked to travel to our construction site approximately 5 days per month.
If based in Perth:	Candidates wishing to work from Perth will be asked to travel to Geraldton approximately 5 days per month and to our construction site approximately 5 days per month (i.e. away from Perth approximately 10 days per month).

For staff who are interested, opportunities occasionally arise for international travel to SKAO's sites in South Africa or the United Kingdom.

## **Duties and Key Result Areas**

### **Human-Focused Safety Leadership**

- Implement the SKA-Low HSE Management Plan as a foundation for building a strong, reliable safety culture.
- Lead the development of practical, high-impact HSE initiatives that improve behaviours and strengthen team commitment to safety.
- Encourage active participation and engagement during toolbox talks, using clear communication and practical insight to support behavioural change.

### **Team Leadership & Culture Development**

- Provide clear leadership to the HSE team, fostering a shared sense of purpose and encouraging professional development.
- Define roles and responsibilities clearly while promoting initiative, accountability, and collaboration within the team.
- Support the broader SKA-Low team in understanding the rationale behind safety requirements and how they contribute to overall success.

### **Reporting that Resonates**

- Prepare HSE reports that clearly communicate key metrics, risks, and outcomes to drive informed decision-making.
- Conduct audits and inspections that identify compliance gaps and opportunities for continuous improvement.
- Promote and recognise positive safety performance to reinforce desired behaviours and maintain engagement.

### **Risk Management and Resilience**

- Identify and manage key risks, including construction and operational hazards, environmental issues, and psychosocial factors.
- Lead incident investigations using structured methodologies to uncover root causes and implement effective corrective actions.
- Develop and maintain practical, easy-to-understand emergency response plans in coordination with staff and contractors.

### **Stakeholder Engagement with Purpose**

- Build and maintain constructive working relationships with staff, contractors, and key stakeholders.
- Represent the HSE function with professionalism, providing clear and consistent communication on safety matters.
- Support a shared commitment to safety across all levels of the project through inclusive engagement and collaboration.

## Selection Criteria

CSIRO is an Equal Opportunity employer working hard to recruit world-class talent that represents the diversity across our society. As part of our commitment to equitable employment outcomes for under-represented groups, preference will be given to Indigenous Australian people, women, and people with a disability who meet the role criteria

### Essential

*Under CSIRO policy only those who are able to demonstrate how they can meet the essential criteria may be appointed.*

- **Tertiary qualifications** in a relevant discipline such as Health, Safety & Environment, Risk Management, or a related field, combined with demonstrated hands-on experience in a senior HSE role.
- **Sound working knowledge of HSE legislation**, Australian standards, codes of practice, and HSE management systems, with the ability to apply them effectively in dynamic environments.
- **Proven experience in HSE compliance, reporting, and assurance** within construction or operational contexts, with a strong track record of building trust and influencing a wide range of stakeholders—including contractors, regulatory authorities, and internal leadership.
- **Demonstrated ability to shape HSE culture**, with a history of driving meaningful behavioural change and embedding safety as a shared value across diverse teams.
- **Leadership experience or strong leadership potential**, with a commitment to fostering diversity, inclusion, and high team performance within a complex, multi-stakeholder environment.

### Desirable

- **Specialist knowledge of Australian HSE standards** as applied to complex construction environments, including environmental management protocols and emergency response planning.
- **Extensive experience conducting incident investigations**, including application of Root Cause Analysis (RCA) or equivalent methodologies to drive continuous improvement.
- **Professional affiliation**, such as membership of the Australian Institute of Health & Safety (AIHS) or an equivalent recognised institution.

## Required Competencies

- **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
- **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.
- **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
- **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
- **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
- **Adaptability:** Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## Special Requirements

- The successful candidate will be required to gain a National Police Clearance or equivalent. This will be conducted by CSIRO, Talent Services, through our provider HireRight. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
- The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
- The successful candidate will be required to hold a "C Class" drivers licence at a minimum.

## Child Safety

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](#).

## CSIRO and SKAO Values

Visit [CSIRO Online](#) and [Space and Astronomy](#) and [SKAO online](#) and [SKAO Location](#) for more information. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

CSIRO	SKA Observatory
<ul style="list-style-type: none"><li>• People First</li><li>• Further Together</li><li>• Making it Real</li><li>• Trusted</li></ul>	<ul style="list-style-type: none"><li>• Diversity and Inclusion</li><li>• Excellence</li><li>• Collaboration</li><li>• Creativity and Innovation</li><li>• Sustainability and Safety</li></ul>