



Position Details

Research Projects – CSOF6

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	System AIV Team Leader (Integration and Verification)
Job Reference	99582
Tenure	Specified Term – Full-Time or Part-Time
Salary Range	AU\$131,113 to AU\$153,639 pa (pro-rata for part-time) + 15.4% superannuation
Location(s)	Perth, Western Australia
Relocation Assistance	Relocation assistance will be provided to the successful candidate if required
Applications are open to	Australian/New Zealand Citizens and Australian Permanent Residents Only
Position reports to the	This position will be line managed by the CSIRO Space and Astronomy COO and will functionally report to the SKAO Low AIV Lead Engineer
Client Focus – Internal	60%
Client Focus – External	40%
Number of Direct Reports	8-12
Enquire about this job	To enquire about this position, please contact Steve Negus via email at steve.negus@csiro.au
How to apply	Apply online at https://jobs.csiro.au/ Internal applicants please apply via Jobs Central If you experience difficulties when applying, please email careers.online@csiro.au 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](#).

Background

The SKA Observatory (SKAO) is a next-generation radio astronomy facility that will revolutionise our understanding of the Universe and the laws of fundamental physics. Enabled by cutting-edge technology, it promises to have a major impact on society, in science and beyond.

The SKAO has an international footprint and consists of the SKAO Global Headquarters in the UK, the SKAO's two telescopes at radio-quiet sites in South Africa and Australia, and associated facilities to support the operations of the telescopes.

In Australia, the SKAO is collaborating with CSIRO to operate and support the construction of the low frequency telescope (SKA-Low) in remote Western Australia on Wajarri Yamaji Country.

CSIRO is responsible for land management, subleases, maintaining radio quiet protections, provision of services to the telescopes, and managing the Indigenous Land Use Agreement.

The Traditional Owners and native title holders, the Wajarri Yamaji, have gifted CSIRO with the traditional name Inyarrimanha Ilgari Bundara for the CSIRO Murchison Radio-astronomy Observatory, home to the SKA-Low telescope. The traditional name means 'sharing sky and stars' in the Wajarri language.

Role Overview

CSIRO is seeking a leader for the expanding Assembly, Integration and Verification (AIV) Professional Services Consultant (PSC) Team which is an integrated part of the larger SKAO AIV team.

The System AIV Team Leader will oversee and manage CSIRO's work to the telescope Assembly, Integration and Verification (AIV) for SKA-Low. Based in Perth, the position holds responsibility for leading CSIRO's System AIV team, planning and executing SKA Assembly, Integration and Verification activities at System Level and working towards telescope commissioning. Identifying issues and developing solutions that are sensitive to the environment, the System AIV Team Leader will manage up to 12 staff, including secondees from other radio astronomy institutes. The team is responsible for SKA-Low product integration and high-level engineering testing, verification and support to commissioning, prior to handover to the science verification team.

The role also involves the provision of impartial leadership to ensure that AIV endeavours, and their outcomes, are aligned with high-level objectives. The System AIV Team Leader manages the CSIRO-led team within the overall SKA Observatory AIV team.

The role is based in Perth with other AIV team members but may involve mutually agreed occasional domestic and international travel to the SKA-Low Construction site, other CSIRO offices and supplier locations.

The AIV team works closely with the SKA science, engineering and project communities around the world and is as diverse in culture, skills, and location as they are. We want to recruit and support world-class talent that represents the diversity across our society. Our focus is therefore on finding someone who can bring their unique talents, experience, and perspective to enhance the AIV team knowledge and grow with the team as the project progresses.

Duties and Key Result Areas

- Lead the Australian / CSIRO System AIV team responsible for final planning and subsequent execution of AIV during construction.
- Provide strong leadership to the CSIRO System AIV team, including recruitment, development and mentoring to build a positive and inclusive team culture.
- Work with the SKAO AIV Lead Engineer to determine the overall program of AIV activities and manage its execution by the CSIRO team.
- Support the acceptance of products or sub-systems from relevant product suppliers.
- Contribute to the creation and execution of the engineering integration, acceptance and verification tests.
- Manage the verification process to ensure methodical verification of the system before components are released to science commissioning.
- Participate in acceptance testing of arriving components.
- Monitor the schedule performance of AIV and adjust the schedule and team priorities as necessary to achieve optimal effectiveness considering changing constraints and delivery schedules.
- Contribute to the planning and prioritisation of SKA project activities within a Scaled Agile Framework.
- Build strong and effective relationships and work as part of a multi-disciplinary, highly dispersed team.
- Represent CSIRO externally, including in public forums, with industry or the research sector.
- Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO's reputation.
- Work collaboratively as part of a multi-disciplinary, regionally dispersed research team, and business unit to carry out tasks in support of CSIRO's scientific objectives.
- Adhere to the spirit and practice of CSIRO's Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
- Other duties as directed.

Selection Criteria

Essential

Under CSIRO policy only those who meet all essential criteria can be appointed.

- A Bachelor's or Master's degree in engineering (preferably electronic or software), or relevant science degree.
- Demonstrated experience and domain knowledge of one or more SKA-relevant areas of activity (electronic engineering, software engineering, digital signal processing, computer and network infrastructure, radio astronomy).
- Substantial experience using systems engineering tools and concepts as applied to large-scale science or technology projects.
- Proven success in planning and performing integration of complex systems.
- The ability to provide technical leadership to a multi-disciplinary team delivering to both CSIRO and the SKA Observatory.
- Strong and effective people-management abilities, as demonstrated through previous experience of successful team leadership.

- Strong knowledge of project management concepts such as stage gate reviews, budget, schedule, earned value, contingency, risk management, engineering change processes and document control.

Desirable:

- Understanding and experience of radio astronomy and/or complex instruments.
- Experience in a scientific organisation and specifically with delivery of science facilities.
- Working knowledge of supporting tools such as Jira, Jama, DOORS, Confluence, ALIM, Miro, Cameo, Rhapsody, Microsoft Primavera/Project.

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:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals / ideas.
- **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:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
- **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
- **Adaptability:** Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

Special Requirements

Appointment to this role may be subject to conditions including: The successful candidate will be

- asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
- required to undertake a pre-employment medical examination prior to commencement.
- required to work flexible hours when required.
- required to travel locally, nationally, and occasionally internationally.

- required to hold an Australian C class drivers' licence.

About CSIRO

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](#) and [Space and Astronomy](#) for more information.

CSIRO is a values-based organisation. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

- People First
- Further Together
- Making it Real
- Trusted