# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Research Technician – Adaptive Traits |
| Job Reference | 100676 |
| Tenure and work schedule | Specified Term of 3 years  Full-time |
| Salary Range | AU$73,567 - AU$93,630 per annum (pro-rata for part-time)  plus 15.4% superannuation |
| Location(s) and office arrangements | On Site  Floreat (Perth), WA |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team Leader, Adaptive Traits |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Matthew Nelson via email at matthew.nelson@csiro.au or phone +61 490139509 |
| Support and workplace adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via Laura Mason at [Careers.Online@csiro.au](mailto:Careers.Online@csiro.au) if we can help you to equitably participate in our recruitment process or the role itself. |
| 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](mailto:careers.online@csiro.au) |

**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](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

**About CSIRO**

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world’s largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](https://www.csiro.au/research/indigenous-science), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](https://www.csiro.au/) for more information.

### Role Overview

The role of Research Technician in CSIRO is to collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Adaptive Traits team in CSIRO's Agriculture and Food Research Unit focuses on improving the productivity and resilience of Australia’s grain crops. Major themes include improving canola field establishment, introducing chilling tolerance to chickpea and harnessing useful diversity from crop wild relatives. We use genomic, proteomic, metabolomic and phenomic tools to characterise and transfer useful traits from diverse experimental populations into breeder-ready lines for rapid deployment into commercial breeding programs. As part of the Adaptive Traits team in CSIRO, this role will contribute to a diverse range of projects seeking to improve grain crops with a focus on canola and chickpea.

**Duties and Key Result Areas**

* Contribute to the development and delivery of scientific research in the areas of plant population characterisation and pre-breeding while demonstrating excellence in research practices, teamwork and inclusion, originality, creativity, and innovation to advance germplasm improvement capability.
* Plant population characterisation and pre-breeding will include maintaining and phenotyping plant populations in glasshouse and field experiments, sample preparation for DNA, RNA, protein and metabolomic profiling, data analysis, and seed multiplication.
* Under limited supervision, design and perform experiments and data analyses, design new processes by adapting existing techniques to meet special circumstances or undertake modifications to methods requiring some innovation.
* Conduct literature reviews, investigations and inspections in the laboratory, glasshouse or field including associated analysis possibly involving statistical or data analytical software.
* Work across teams and projects, often on a number of parallel and competing tasks.
* Work with discretion to decide on the timing of operations within the work team’s agreed plan and plan ahead to meet experimental and/or project demands.
* Independently test possible solutions to resolve identified problems.
* Maintain accurate records of all experimental procedures and results obtained which underpin future research decisions, publication, and IP protection using an electronic notebook system.
* General laboratory/glasshouse/field maintenance including solution/media preparation, maintenance of glass house and field plants, maintenance of laboratory supplies.
* 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 group to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Bachelor’s degree or equivalent relevant work experience in Plant Genetics and Breeding, Plant Physiology or related field.
2. Experience in plant phenotyping and developing experimental breeding populations.
3. Demonstrated excellence in laboratory record keeping and data storage.
4. Demonstrated ability to work with a range of stakeholders in a dynamic team.
5. Focus on continuous improvement in Health and Safety in the workplace.

## **Desirable**

1. Experience with cross-pollination of crop plants.
2. Experience with genomic, transcriptomic, proteomic and/or metabolomic data analytics.
3. Previous experience with R language and/or computer coding.
4. Previous experience with use of Health and Safety management and incident recording software such as DoneSafe.
5. Proficient in Microsoft programs, Word, PowerPoint, Excel and collaboration tools, Teams and Sharepoint.

**Not sure if you meet all the criteria?**

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don’t let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

## **Required Competencies**

* **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

**Setting you up for success**

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via [careers.online@csiro.au](mailto:careers.online@csiro.au) if we can help you to equitably participate in our recruitment process or the role itself.

**Life at CSIRO and flexible working arrangements**

We [work flexibly at CSIRO](https://www.csiro.au/en/careers/life-at-csiro/Flexible-work), offering a range of options for how, when and where you work.  We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](https://www.csiro.au/en/careers/life-at-csiro/Benefits) and [career development](https://www.csiro.au/en/careers/life-at-csiro/Career-development) opportunities. To learn more, visit [Careers at CSIRO](https://www.csiro.au/en/careers).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](https://www.csiro.au/en/careers/life-at-csiro/Diversity-inclusion-belonging) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit, and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

**CSIRO values**

CSIRO is a values-based organisation committed to values-based leadership.

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| **Value** | **Descriptor** | **Behaviour** |
| **People first** | Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences. | * Respectful * Caring * Inclusive |
| **Further together** | We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems. | * Accountable * Authentic * Courageous |
| **Making it real** | We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change. | * Partnering * Cooperative * Humble |
| **Trusted** | We’re driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia’s trust in CSIRO. | * Curious * Adaptive * Entrepreneurial |

**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](https://www.csiro.au/en/about/policies/child-safe-policy).

Special Requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

* The successful candidate will undertake a pre-employment background check. 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.