# Position Details

## Technical Services - CSOF3

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| The following information is for applicants |
| Advertised Job Title | Livestock Technical Officer – Farm Operations |
| Job Reference | 101512 |
| Tenure and Work Schedule | Specified term of 3 years Full-time |
| Salary Range | AU$73,567– AU$93,630 pa (pro-rata part-time) plus 15.4% superannuation |
| Location(s) and Office Arrangements | On Site at Woodstock, QLD  |
| 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 | Farm Manager |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Wayne Flintham via email at wayne.flintham@csiro.au or PH. 0457537467 |
| Support and Workplace Adjustments | We offer a range of reasonable supports and workplace adjustments. Please let Laura Mason know via 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/> If you experience difficulties when applying, please email 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 Livestock Technical Officer in CSIRO is to provide operational farm duties at Lansdown Research Station. This role will also support the research conducted at Lansdown and will require collaboration with scientists and research technicians.

As part of the Lansdown Research Station team, this role will contribute to supporting research focussed primarily on the northern beef industry.

### Duties and Key Result Areas

* Under limited supervision, conduct general farm duties which may include weed spraying programs, water infrastructure installation & repairs, fencing infrastructure, tractor / skid steer & implement operations & record pre-starts.
* Through consultation with the farm manager implement rotational grazing, pasture establishment and management. Record keeping via Agriwebb.
* Ensure livestock & animal husbandry practises are low stress and livestock are maintained in good health. Injured or sick animals identified.
* Safety is a priority at Lansdown, duties will include creating and reviewing relevant safe work instructions and other HSE documentation in collaboration with the farm manager and other staff.
* Enthusiasm towards Ag Tech and desire to adopt new technologies across farm.
* Research Project Support as required which may include intensive animal handling, animal sampling, mixing of rations / feeding, cleaning pens. Working with research staff.
* Adhere to all compliance requirements including animal ethics, LPA, Biosecurity & animal welfare protocols.
* Communicate openly, effectively, and respectfully with all staff, contractors 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 scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, 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*.

1. Demonstrated livestock experience; mustering, general husbandry, understanding animal behaviour. Demonstrated ability to identify sick or injured animals and competently administer vaccinations or treatments.
2. Demonstrated ability to utilise Office 365 including Word / Excel. High level of computer & smart device operational knowledge.
3. An understanding of Health Safety & Environmental processes and procedures. Willingness to be heavily involved in creating and reviewing HSE documentation. (Safe Working Instructions, Plant Risk Assessments)
4. Demonstrated experience in general farm duties; weed control, pasture establishment and management, fencing, water reticulation, welding and steel fabrication, minor repairs and maintenance.
5. Demonstrated knowledge in the safe operations and maintenance of Tractors, Skid Steer and other general 3PL farm implements.
6. Willingness to accurately record data for operational and research projects electronically.

## **Desirable**

1. Tertiary or equivalent qualifications relevant to agriculture.
2. Ag & Vet Chem Accreditation
3. Machinery Qualifications – Tractor, Skid Steer, UTV

**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 the contact details on Page 1 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
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| **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
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| **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
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| **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
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**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 may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* To be eligible for this position you must be physically able to undertake specific non-negotiable tasks required to complete mixed farming, livestock handling and property maintenance tasks at times under challenging environmental conditions.