# Position Details

## Technical Services - CSOF3

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| The following information is for applicants |
| Advertised job title | Farm Technician |
| Job reference | 101660 |
| Tenure and work schedule | Indefinite; 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 | Boorowa Agricultural Research Station (BARS), NSW |
| 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 | Research Station Manager |
| Client focus – Internal | 80% |
| Client focus – External | 20% |
| Number of direct reports | 0 |
| Enquire about this job | Contact Jerome Gumley via email at Jerome.Gumley@csiro.au |
| 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/> Internal applicants please apply via **Jobs Central**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 Technical Services staff in CSIRO is to provide support for scientific research in a diverse range of laboratory and field situations across a range of different research projects. This support consists of the application of accepted technical practices and the development of new practices. The work is usually carried out as a member of a centralised service.

The [Boorowa Agricultural Research Station (BARS)](https://www.csiro.au/en/work-with-us/industries/agriculture/Boorowa-Agriculture-Station), operated by CSIRO, is a state-of-the-art agricultural research farm in southern New South Wales. BARS focuses on developing Australian farms of the future by testing emerging technologies in crop science, agronomy, and farming systems.

The role of the Station Technician is to conduct field trial management activities and farm operational activities and other technical support activities under direction from Research Station Manager. These activities include operation of farm machinery to establish, maintain and harvest field trials as well as conduct activities supporting farm crop and livestock operations at site. The Farm Technician will also contribute towards maintenance of farm machinery at site.

### Duties and key result areas

* Conduct farm management duties supporting best practice management of farm trials, broader farm operations (cropping and livestock).
* Conduct field trial support activities including land preparation, fertiliser application, pesticide application and other activities using farm machinery and equipment according to safe work practise and consistent with farm operational plan.
* Conduct livestock management activities as required at station with a strong focus on animal welfare.
* Liaise closely with researchers to understand field trial service needs.
* Ensure site plant and equipment including farm machinery are maintained on site.
* Provide advice to researchers on set up of field trials to maximise efficiency and outcomes.
* Adhere to all compliance requirements with regard to managing a CSIRO research station i.e. NSW Department of Agriculture, Office of the Gene Technology Regulator and NSW Department of Water and local government authorities.
* 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.
* 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. Diploma in Agriculture and/or equivalent relevant work experience in Agriculture
2. Demonstrated direct work experience managing agricultural field research cropping and livestock trials according to leading practise.
3. Experience in operating farm machinery (tractors, sprayers, harvesters).
4. Experience in and knowledge of Digital Ag Technology (e.g. GPS guidance, field sensors, drones).
5. A valid and current Australian driver’s licence.
6. A demonstrated commitment to health, safety, and wellbeing of staff, willing to challenge the status quo in pursuit of Zero Harm.

## **Desirable**

1. Heavy Vehicle Licence.
2. Forklift Licence.

**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 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.