# Position Details

## Research Projects- CSOF3

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Research Project Officer - Cotton Insect/Disease Resistance |
| Job Reference | 100960 |
| Tenure and Work Schedule | Specific Term until 31st December 2026  Full-Time |
| Salary Range | AU$73k - AU$93k per annum (pro-rata for part-time)  plus 15.4% superannuation |
| Location(s) and Office Arrangements | Black Mountain, Canberra, ACT |
| 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, RNA Engineering |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 1 |
| Enquire about this job | Contact Ian via email at ian.greaves@csiro.au or phone +61 2 6246 4828 |
| Support and Workplace Adjustments | We offer a range of reasonable supports and workplace adjustments. Please let Laura Mason know via email 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 Projects staff 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 Research Officer will join a successful, internationally recognised team of scientists, each with a proven track record of generating and publishing high-profile interdisciplinary research. The interdisciplinary team comprises of expertise in plant genetics, plant gene silencing or RNA interference and pest/pathogen biology and perform research that aims to improve crop production and pest management.

Crops are susceptible to insect pests and disease which can impact yield and industry return. The Research Officer will work with the team to test the use of RNAi to control insect pests and disease progression. The research officer will be responsible for undertaking numerous activities including molecular biology, plant transformation and tissue culture, insect rearing and insect/disease assays.

### Duties and Key Result Areas

* Plant transformation and tissue culture.
* Maintaining insect populations.
* Conducting transient leaf expression assays in *Nicotiana benthamiana*
* Taking care ofplant populations in the glasshouse/growth cabinets, including sowing, transplanting, sampling, and molecular characterization
* Assisting in timely planning of experiments, participating in project meetings and working closely with other team members
* Under limited supervision, design and perform straightforward experiments and routine laboratory analyses.
* May have responsibility for maintaining laboratory or fieldwork consumables and scheduling and instructing staff in the use of shared equipment.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Work collaboratively as part of a multi-disciplinary research team 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. Relevant trade certificate/diploma/bachelor’s degree or equivalent relevant work experience in biological science
2. Experience in plant transformation and tissue culture.
3. Demonstrated experience in the preparation of molecular biology reagents and conducting molecular assays such as PCR assays.
4. Excellent organizational and record keeping skills.
5. Good oral and written communication skills.
6. Demonstrated commitment to a high level of personal performance and a track record of following good Health and Safety practices at work.
7. Ability to be adaptable and flexible in assigned tasks as work priorities change or in response to externally imposed commercial deadlines and to self-manage allocation of time to tasks.
8. **A history of professional and respectful behaviours and attitudes in a collaborative environment.**

## **Desirable**

1. Experience in Insect rearing
2. Computer skills such as bash and R script would be helpful
3. Familiarity with Northern Blott analysis
4. Ability to maintain and grow plants.

**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 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.

|  |  |  |
| --- | --- | --- |
| **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.