# Position Details

## Research Projects – CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Projects Manager (Livestock) – CSIRO Lansdown Research Station |
| Job Reference | 98739 |
| Tenure and work schedule | Specified Term of 3 years  Full-time (preferred)  *We will explore options for part-time and flexible work arrangements, if required, based on needs of the role and individual circumstances.* |
| Salary Range | AU$114,219 – AU$123,605 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) and office arrangements | Woodstock, QLD (CSIRO Lansdown Research Station) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens * Australian Permanent Residents * Australian Temporary Residents with a valid working visa and unrestricted work rights for the full duration of the specified term (and **no requirement for visa sponsorship** from CSIRO) |
| Position reports to the | Team Leader, Northern Cattle Production |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | There will be no immediate line management responsibilities, however the role may be expected to take on people leadership duties in future. |
| Enquire about this job | Contact Stuart Denman, Team Leader – Northern Cattle Production, via email at [stuart.denman@csiro.au](mailto:stuart.denman@csiro.au) or phone +61 7 3214 2273;  OR Contact Sabine Schmoelzl, Group Leader – Smart, Sustainable Livestock Systems Group, via email at [sabine.schmoelzl@csiro.au](mailto:sabine.schmoelzl@csiro.au) or phone +61 2 6776 1331 |
| Support and workplace adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via email [Piumi.Desilva@csiro.au](mailto:Piumi.Desilva@csiro.au) (Piumi De Silva – Talent Acquisition Partner) 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**  We encourage you to reach out if you require any support or 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. Research Projects staff at the senior levels design, develop and adapt experimental methods and systems, software and/or user experiences, requiring high levels of initiative, ingenuity and skills (some of which are outside a single discipline). They produce novel techniques and enhanced results, providing researchers with new or improved approaches to research problems, or providing new or improved approaches to technological problems. They may be required to lead teams and/or collaborate with staff from other teams in meeting project and/or organisational objectives.

The Research Projects Manager role will be based at Lansdown Research Station (45km outside of Townsville), and will help support the research and development activities of livestock researchers primarily based at Townsville and Brisbane. This role is an important coordinating role and will involve oversight of the research station project staff, and close coordination with the research scientist to help manage the livestock research activities on and off farm. In addition, the Research Projects Manager will work in close partnership with farm operation staff, balancing the needs of the farm operation and research activities. While the role would not initially involve formal line management duties, it is expected that this position may take on some people leadership duties in future.

A major focus of the research activities at Lansdown Research Station is on understanding and optimising strategies to reduce methane emissions and improve the growth efficiency of animals in northern grazing systems. The Research Projects Manager will help plan and execute experiments designed to study the effects of diet intervention strategies on the animal and underlying microbial community structure and function of the rumen in relation to production, resilience, behavioural and sustainability traits. These activities use specialised measuring equipment, on animal sensors, video capture and digital systems for water and feed intake. An aptitude for digital technology and data collection, as well as project leadership, is essential for this role. The successful candidate should also be able and willing to travel to field sites and remote locations as project requirements arise.

### Duties and Key Result Areas

* Coordinate the activities of onsite project offices within the team to deliver effective research outcomes.
* Develop novel techniques to produce enhanced results, providing researchers with new or improved approaches to research or technological problems.
* Lead teams and/or collaborate with staff from other teams in meeting their objectives as required.
* Take a lead role in project scoping and planning, making significant contributions to the research or technological direction, and may advise on the level and type of services that are provided.
* Closely coordinate with research staff in the planning and preparation of research projects.
* Communicate effectively with farm staff to accommodate both research and farm objectives.
* Collect and process data in an accurate manner and prepare reports for the team.
* Address problems promptly and in a constructive manner and promptly communicate actions to the team.
* Undertake experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established in accordance with research design.
* When required, liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* 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, often regionally dispersed research team, and research 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 and Inclusion initiatives.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Relevant tertiary degree in Agricultural Science, and/or significant relevant experience in Agricultural Science.
2. Qualifications and/or demonstrated experience in relevant digital technology.
3. Demonstrated experience in working with a research organisation and establishing and maintaining relationships with researchers.
4. Strong communication and organisational skills, and ability to negotiate positive outcomes with both internal and external contacts.
5. Proven ability to lead projects, and provide high-level coordination and supervision of diverse teams.
6. Strong interpersonal skills, and demonstrated ability to manage, and work effectively as part of a multi-disciplinary, regionally dispersed team, and carry out tasks autonomously.
7. Demonstrated ability and willingness to contribute novel ideas and approaches.
8. A current Australian driver’s licence.

## **Desirable**

1. Experience in working in livestock farming (highly desirable).
2. Knowledge of sustainable livestock production and digital monitoring and decision making.
3. Experience in the use of data handling and analysis.
4. Demonstrated people leadership skills with ability to foster high-performance and inclusivity in multidisciplinary groups.

## **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:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team as well as industry colleagues.
* **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others’ reactions.
* **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:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## **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 email [Piumi.Desilva@csiro.au](mailto:Piumi.Desilva@csiro.au) (Piumi De Silva – Talent Acquisition Partner) 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 should be able and willing to travel to field sites and remote locations as project requirements arise.