# Position Details

## Research Projects – CSOF3

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| The following information is for applicants | |
| Advertised Job Title | IoT Smart Home Technology Installer and Fieldwork Technician (2 x casual positions) |
| Job Reference | 99715 |
| Tenure and work schedule | Specified Term of 3 months  Part-time/Casual (approx. 25 hours per week, within regular business hours, on an ad-hoc “as-needed” basis) |
| Salary Range | AU$38.37 – AU$48.84 per hour, plus 25% casual loading and up to 15.4% superannuation |
| Location(s) and office arrangements | Brisbane (Dutton Park) QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian or New Zealand Citizens * Australian Permanent Residents * Australian Temporary Residents, currently residing in Australia, with a valid working visa for the duration of the specified term |
| Position reports to the | Team Leader, Social Impact and Living Labs |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Pippa Soccio, Team Leader – Social Impact and Living Labs, via email at [pippa.soccio@csiro.au](mailto:pippa.soccio@csiro.au) or phone +61 3 9545 2191 |
| 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**  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 Nationwide House Energy Rating Scheme (NatHERS) is an Australian program that establishes a standardised method for assessing and improving the energy efficiency of homes. It uses software to analyse a building’s design—looking at materials, insulation, windows, and shading—based on the local climate and makes assumptions about how energy is used by the occupants. However, these assumptions have never been tested. Therefore, as part of this program, the [Apartment Energy Behaviour Study (AEBS)](https://ahd.csiro.au/aebs/) is a three-year project funded by the Department of Climate Change, Energy, Environment and Water (DCCEEW), that involves a series of long-term monitoring studies in apartments across Australia, at the single occupancy unit scale, to evaluate how closely the assumptions made by the NatHERS about occupant behaviour match with real outcomes.

This project will gather real-world data on household energy usage, with a focus on cooking habits, work and study routines, and activities related to relaxation, cleaning, and maintaining indoor comfort. It will only involve apartments and not detached houses. The results will help improve apartment energy efficiency research and inform changes to the NatHERS software.

A critical part of the project is the installation of monitoring devices in 430 apartments in Melbourne, Sydney, south-east Queensland and Darwin. While the Project Leader will oversee the installations in Melbourne and Darwin, with other staff overseeing installations in Sydney, the casual staff in these positions will be responsible for the installations in south-east Queensland. There will be two casual staff and they will report to the Project Leader, who will provide oversight including fortnightly visits in person to check progress and remote troubleshooting. Each installation takes about one hour, and the casual staff will receive comprehensive in-person/on-the-job training, tailored to ensure confidence in performing each installation and be supported in their role.

### Duties and Key Result Areas

* Install IoT sensors using simple, non-invasive adhesive labels. Most of these devices are battery operated, so simply ‘set and forget’.
* Scan each apartment with an iPad to generate a detailed floor plan.
* Conduct a brief audit of the apartment’s design and appliances (this is a checklist).
* Under limited supervision, design equipment and adapt techniques to meet special circumstances and client needs or undertake modifications to methods or equipment requiring limited innovation.
* Use discretion to decide which methods are used and schedule work to meet future demand.
* Work with discretion to decide on the timing of operations within the work team’s plan and plan ahead to meet project demands.
* Respond courteously and efficiently to client requests, and maintain clear communication regarding mutual expectations.
* 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 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 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 Qualification or Work Experience:** Minimum requirement of a ‘Certificate IV in Home Energy Efficiency and Sustainability’, and/or demonstrated experience or qualifications in a relevant field such as architecture, engineering, environmentally sustainable design, building monitoring, post-occupancy evaluation, or home energy assessment.
2. **Attention to Detail:** Ability to conduct accurate audits of apartment designs and appliances based on checklists and capture detailed floor plans using a provided iPad.
3. **Interpersonal Skills:** Strong communication and interpersonal skills for entering and working within residents' homes respectfully and professionally.
4. **Reliability and Time Management:** Ability to work independently and manage time effectively to arrive on time and complete installations within the allocated timeframe.
5. **Physical Requirements:** Ability to carry out installation tasks that may require bending, reaching, or carrying small devices across various apartment settings.
6. **Current Driver’s Licence:** A valid Australian driver’s licence, and the flexibility to travel to various installation locations within the assigned regions.
7. **Current Working With Children Check:** Ability and willingness to obtain and provide evidence of holding a valid paid/employee (not volunteer) Working with Children/Vulnerable People Check.

## **Desirable**

1. **Experience with IoT or Smart Home Technology**: Prior experience with installing or working with IoT devices, home automation systems, or similar technology.
2. **Interest in Energy Efficiency and Environmental Monitoring**: Familiarity with or interest in energy efficiency initiatives, environmental comfort, or similar fields.
3. **Project Experience**: Experience working on large-scale research or monitoring projects, particularly in residential or energy-focused studies.
4. **Flexibility and Teamwork**: Willingness to collaborate and coordinate with other team members, including potentially working alongside a paired installer.

## **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 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.
* Due to the nature of the role, this position has child safety obligations. Accordingly, the successful candidate will be required to obtain and provide evidence that they hold a valid paid/employee (not volunteer) Working with Children/ Vulnerable People Check prior to confirmation of appointment.