# Position Details

## Research Projects – CSOF3/4

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| The following information is for applicants | |
| Advertised Job Title | Lipids Analysis Technician |
| Job Reference | 100102 |
| Tenure and work schedule | Indefinite  Full-time (preferred)  *We will explore options for part-time (minimum 0.6–0.8 FTE) and flexible work arrangements, if required, based on needs of the role and individual circumstances.* |
| Salary Range | Applications would be assessed across two capability levels, and the successful candidate will be appointed at the level commensurate with their skills and experience, as assessed by the Selection Panel.  **CSOF3:** AU$73,567 – AU$93,630 per annum (pro-rata for part-time) plus up to 15.4% superannuation  **CSOF4:** AU$96,811 – AU$109,527 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) and office arrangements | Hobart, TAS |
| 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, Biogeochemical Traces |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Kim Lee Chang, Team Leader – Biogeochemical Traces, via email at [kim.leechang@csiro.au](mailto:kim.leechang@csiro.au) or phone +61 3 6232 5224 |
| 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.

The CSIRO Bioanalytical Facility based in Hobart, Tasmania, comprises a suite of laboratories delivering biogeochemical data to National Facilities, Government, industry and research institutions, as well as within CSIRO to strategic science projects. Analyses provided include marine lipids (fatty acids and lipids), stable isotopes (bulk and compound specific), bio-optics (pigment composition, particle absorption, colour dissolved organic matter, total suspended matter and flow cytometry) and genomics (biodiversity analyses, eDNA, microbiome).

As a critical support to the Bioanalytical Facility, this position will deliver to projects of strategic significance by providing technical skills in the analysis and reporting of environmental lipids, lipid biomarkers, marine oils, and algal resources, with biotechnological and ecological applications. Importantly, the Lipids Analysis Technician will have, or the ability to acquire, transferrable laboratory and technical skills that can contribute to other disciplines within the Bioanalytical Facility.

This role will primarily support, and at times lead, projects requiring advanced biochemical analysis, particularly lipid and fatty acid profiling of marine microalgae and microbes, environmental samples and other marine organisms, which are pivotal for developing marine resources and unlocking opportunities within blue economies.

The Lipids Analysis Technician will support innovative research that are aligned with CSIRO’s strategies. The role would contribute to research projects and activities ranging from fundamental research to the investigation of specific industry or community problems. The Technician would build and maintain networks, liaise with clients to determine their needs, act as a trusted advisor for research-related queries, and take personal responsibility for meeting their needs and expectations.

### Duties and Key result areas

* Perform lipid and fatty acid extractions from diverse biological and environmental samples.
* Support method development and process improvements, and independently design and conduct experiments with minimal supervision.
* Conduct qualitative and quantitative analysis of fatty acids, sterols, hydrocarbons, and other lipid classes and secondary metabolites.
* Operate and maintain analytical instruments, including GC, GC-MS, TLC-FID, and spectrophotometers.
* Prepare samples using techniques such as freeze-drying and homogenisation.
* Use analytical and statistical software for data analysis.
* Conduct experimental and/or observational research aligned with research design.
* Contribute to multiple parallel projects and support internal and collaborative research requiring lipid analysis.
* Maintain laboratory safety (HSE), risk assessments, and standard operating procedures.
* Manage and order laboratory consumables, including gases and chemicals.
* Present results clearly through reports, client summaries, or scientific publications.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring 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, regionally dispersed 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.

*In addition to the duties listed above, if the successful candidate is appointed at the higher CSOF4 level, they will also be expected to:*

* Undertake a wide variety of tasks with a high degree of specialisation and experience.
* Supervise and train other staff in technical skills as required.
* Show initiative to seek new approaches to meet experimental needs when encountering new problems where methods are not defined.
* Liaise with clients to determine their needs and take personal responsibility for their satisfaction.
* Address problems promptly and in a constructive manner.
* Participate in, and at times lead, planning projects and accept responsibility for scheduling and completion of major parts of the project, including evaluation of options, experimental design, data collection and analysis, user and customer research and/or experimental or technological design, implementation and delivery.
* Make significant contributions to the interpretation and communication of research or technological results and may collaborate on drafting presentations to, and/or detailed written reports for, clients and the scientific and/or technology community.

## **Selection criteria**

#### Essential

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

1. Relevant trade certificate/diploma/bachelor’s degree, and/or equivalent relevant work experience, in a related field such as Biological Science, Environmental Science, or Chemistry.
2. Demonstrated ability to efficiently design and conduct routine and complex laboratory experiments, support method development, and contribute to innovative research through creative problem-solving.
3. Excellent written and oral communication skills, with the ability to represent the research team to diverse audiences, communicate clearly with team members and clients, and professionally monitor and respond to client needs.
4. Demonstrated knowledge of and experience with laboratory analyses in lipids, fatty acids and other components.
5. Knowledge of analytical and statistical software for data analysis, including biological and ecological data types.
6. Familiarity with concepts of lipids and fatty acids and their application.

*In addition to the above criteria, to be considered at the higher CSOF4 classification, the successful candidate should also have:*

1. Demonstrated experience and ability to independently design and conduct laboratory experiments, and efficiently liaise with a range of stakeholders.
2. Higher level of familiarity with concepts of lipids and fatty acids, and experience in their application in research projects.
3. Ability to contribute to research outcomes resulting in acknowledgment or authorship of presentations or publications.

## **Desirable**

1. Experience and interest in multidisciplinary bioanalytical laboratory analyses.
2. Experience working collaboratively within a multidisciplinary research team.
3. Demonstrated knowledge and experience in the maintenance and troubleshooting of chromatography systems.
4. Experience in statistical software and programming languages, such as R or Python.
5. Proven ability to manage competing priorities and coordinate multiple projects simultaneously, ensuring timely delivery against key milestones.

## **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**

**CSOF 3**

* **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.

**CSOF 4**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams 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:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **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:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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.