# Position Details

## Technical Services – CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Senior Analytical Chemist (Seagoing) |
| Job Reference | 100946 |
| Tenure and work schedule | Specified Term of 3 years  Full-time (**preferred**)  *We will explore options for part-time and flexible work arrangements based on needs of the role and individual circumstances.* |
| Salary Range | AU$96,811 – AU$109,527 per annum (pro-rata for part-time) plus up to 15.4% superannuation and additional seagoing allowance |
| 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 * Australian Permanent Residents * Australian Temporary Residents with a valid working visa for the full duration of the specified term (at least until December 2028) and no requirement for visa sponsorship. |
| Position reports to the | Team Leader, Hydrochemistry |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Stephen Tibben, Team Leader (Acting) – Hydrochemistry, via email at [stephen.tibben@csiro.au](mailto:stephen.tibben@csiro.au) |
| 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 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 Senior Analytical Chemist will be part of the CSIRO Hydrochemistry team in Hobart, Tasmania. The Hydrochemistry team sits within the Marine Survey and Measurement Group as part of the Engineering and Technology Program in CSIRO’s National Collections and Marine Infrastructure (NCMI).

They would be required to follow existing standard operating procedures, perform laboratory analyses of nutrients (phosphate, silicate, ammonia, nitrite, and nitrate), dissolved oxygen and salinity, as well as maintain laboratory instrumentation, prepare for voyages, and discuss results and data quality with clients. As a Senior Analytical Chemist, they would also be contributing to maintaining and improving laboratory management procedures, and undertaking a variety of tasks that have a high degree of technical difficulty. Participation in coastal fieldwork on small boats may also be required.

**A requirement of the role is to also provide up to 85 days per year of seagoing support on Marine National Facility (MNF) research vessel, *RV Investigator*. Individual voyages are typically 2 to 6 weeks in duration.** An additional seagoing allowance is provided pro-rata for time spent on voyages. While at sea, staff maintain 12-hour shifts for the duration of the voyage, working closely with the science party to oversee sample collection and perform laboratory analyses.

### Duties and Key Result Areas

**Analytical Chemistry & Laboratory Operations**

* Collect and analyse seawater samples for a range of nutrient species (nitrate, nitrite, ammonia, phosphate, silicate), as well as salinity and dissolved oxygen, both at sea and in the shore laboratory.
* Apply standard methods to process results and ensure data accuracy through quality assurance and control (QA/QC) procedures.
* Maintain and calibrate lab and shipboard analytical instruments.
* Troubleshoot and document instrumentation or workflow issues to maintain operations.
* Adapt or develop techniques, procedures, or equipment to improve research workflows.
* Liaise with clients and stakeholders on data collection, processing, and issue resolution.
* Contribute to maintaining and improving laboratory management procedures, and undertake a variety of tasks that have a high degree of technical difficulty.
* Encounter problems where methods are not defined and use initiative to seek new approaches to meet client needs and improve the services provided.
* Participate in the planning of projects and accept responsibility for carrying out major parts of the project, including data analysis, and typically make significant contributions to the interpretation and communication of results.

**Voyage & Field Support**

* Support data collection and lab operations during sea-going research voyages (up to 85 days per year, remote environments).
* Prepare voyage equipment, consumables, documentation, calibration records, and reports.

**Scientific Collaboration & Communication**

* Support research activities that contribute towards CSIRO objectives.
* Oversee the activities of less experienced staff and provide on-the-job training as required.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO scientific objectives.
* Communicate effectively with colleagues, clients, and suppliers.
* Contribute to technical documentation, reports, and presentations.
* Adhere to the spirit and practices 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 bachelor’s degree and demonstrated previous work experience in a related field such as Chemistry or Environmental Science, with an emphasis on Analytical Chemistry.
2. Demonstrated ability to conduct routine and complex laboratory analyses, including maintenance and use of basic laboratory equipment, preparing reagents and calibration standards, and processing and interpreting analytical results.
3. Proven capability to identify and troubleshoot issues through creative problem-solving.
4. Experience with supervising team members, managing resources, directing tasks, and providing on-the-job training.
5. Excellent oral and written communications skills, with the ability to communicate clearly with team members and clients, produce data reports, and document methods.
6. Demonstrated ability to work collaboratively and respectfully within multidisciplinary teams.
7. Ability and willingness to travel extensively, including providing operational support on domestic or international ports for periods of up to 85 days per year.

## **Desirable**

1. Demonstrated experience with segmented flow analysers, titrators, and benchtop salinometers.
2. Experience in statistical analyses and visualisation of data using programming languages such as Python or R.
3. Experience in planning and/or conducting trips in remote areas or at sea.
4. Technical aptitude and experience with performing maintenance and repairs on mechanical or electronic equipment.
5. Experience working with Quality Management Systems and/or in a NATA accredited laboratory.

## **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 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:** Recognises 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.
* The successful candidate must be willing and able to work at sea and to travel extensively in order to provide operational support in domestic or foreign ports (up to 85 days per year of seagoing support on voyages that are typically 2 to 6 weeks in duration).
* Due to the specific nature of this role, the successful candidate will be required to obtain an MNF remote medical clearance (post-commencement).