# Position Details

## Research Projects- CSOF3

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Curatorial Technician (eucalypt specialist), Australian National Herbarium |
| Job Reference | 99298 |
| Tenure | Indefinite, Full-time |
| Salary Range | $73k to $93k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | CSIRO Black Mountain Science and Innovation Park |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Curator, Australian National Herbarium |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Brendan Lepschi via email at [Brendan.Lepschi@csiro.au](mailto:Brendan.Lepschi@csiro.au) or phone +61 2 6246 5167 |
| 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) or call 1300 984 220. |

**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).

**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).

**Role Overview**

Research Projects staff in CSIRO collaborates 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 Australian National Herbarium (ANH) is a nationally focused research collection of over 1 million plant specimens, and is part of CSIRO’s National Research Collections along with the Australian National Algal Culture Collection, Australian National Insect Collection, Australian Tree Seed Centre and the Australian Wildlife Collection.

The ANH houses the world’s largest eucalypt collection while the Australian Tree Seed Centre (ATSC) houses the world’s largest viable eucalypt seed collection. The position has the unique opportunity to work across the two collections with a major focus on eucalypt taxonomy, supporting both fundamental and applied research in these collections utilising herbarium specimens, live seed and seedlings, field-based plantings and digital imagery. The successful candidate will apply their existing skills in botanical science to curate the eucalypt collections of the ANH, develop expertise in eucalypt botany/taxonomy to support fundamental and applied research, and to support the development and deployment of electronic identification keys.

### Duties and Key Result Areas:

* Curation of ANH herbarium specimen collections, including application of taxonomic revisions, physical curation and maintenance, and related duties as directed.
* Maintain and edit taxonomic, herbarium specimen and other databases relating to collections management, curation and data delivery.
* Contribute to the development and maintenance of electronic identification tools, including data collection, ensuring taxonomic currency, and selection of appropriate images. Undertake liaison with software developers and user testing.
* Field identification of eucalypts and other taxa associated with ATSC seed collections
* Participate in collections-related fieldwork as required.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Undertake and complete tasks under technical direction, working with discretion to decide on the timing of operations within the work team’s plan and planning ahead to meet experiment and/or project demands.
* Oversee the activities of less experienced staff and provide guidance on experimental/ technological techniques and protocols.
* 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 business 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 procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **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.

## **Selection Criteria**

#### Essential

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

1. Demonstrated skills and experience in botanical specimen management and the curation of herbarium collections.
2. Familiarity with taxonomic literature and related resources and their application to collections.
3. A demonstrated interest in the Australian flora and the capacity to build expertise in eucalypt botany.
4. Demonstrated skills and experience in the development and use of electronic tools for identification of plants or animals including biological databases and taxonomic keys and software.
5. Demonstrated ability to lead, and work as a member of a team, to interact and communicate effectively with staff and clients at all levels, and to establish collaborative work arrangements with colleagues and other teams.
6. Demonstrated ability to use initiative and ability to adopt flexible working arrangements and to plan and implement changes to work procedures.
7. Relevant trade certificate/diploma/bachelor’s degree or equivalent relevant work experience in biological collections management.
8. Current driver’s licence.

## **Desirable:**

1. Skills and experience in vascular plant identification,
2. Skills in the use of molecular tools for population genetics and taxonomy
3. The ability to visit field sites in remote and rugged locations

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!