



Position Details

Technical Services - CSOF3 & CSOF4

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	Fitter / Machinist, Mechanical Technician (2 roles)
Job Reference	101719
Tenure and work schedule	Indefinite, full-time or part-time (minimum 0.8 FTE prorate for part time)
Salary Range	CSOF3: AU\$76,068 - AU\$96,813 per annum (pro-rata for part-time) plus 15.4% superannuation, plus \$4497 per annum site allowance CSOF4: AU\$100,103 - AU\$113,251 per annum (pro-rata for part-time) plus 15.4% superannuation, plus \$4497 per annum site allowance <i>Remote area allowances and close call allowances apply when deploying to the remote site.</i> *NB: There are two positions offered across two CSOF levels; the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate's ability to meet essential and desirable selection criterion.
Location(s) and office arrangements	Geraldton, WA. (Nhanhangardi, Naaguja, Wilynyu and Amangu Country) The base location is in Geraldton, with routine deployments (FIFO) from Monday to Friday to Murchison, located 350km inland from Geraldton.
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 ASKAP, Space & Astronomy
Client Focus – Internal	90%
Client Focus – External	10%
Number of Direct Reports	0
Enquire about this job	Contact Brett Hiscock, via email at Brett.Hiscock@csiro.au
Support and workplace adjustments	We offer a range of reasonable supports and workplace adjustments. Please let us know via email at careers.online@csiro.au 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

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](#).

Diversity, inclusion and belonging

At CSIRO, diversity, equity, and inclusion are central to our purpose and impact. We value diverse perspectives, which drive innovation and help us address complex challenges.

Inclusion is key to our culture, ensuring everyone feels supported and empowered to contribute their best work. We recognise the intersectionality of experiences, identities, and social factors that shape each individual. By embracing diversity, we learn from the uniqueness of our people, creating a culture where all belong. CSIRO is an equal opportunity employer, recruiting based on merit and reflecting the community we serve. We value diversity in all its forms, including age, nationality, ability, culture, gender, sexuality, faith, education, and thought.

About CSIRO



Who we are

Australia's national science agency



One of the world's largest multidisciplinary science and technology organisations



6,300+ dedicated people working across 51 sites in Australia and globally



State-of-the-art national research infrastructure



We delivered \$10.2 billion of benefit to the nation

CSIRO (Commonwealth Scientific and Industrial Research Organisation) is Australia's national science agency and innovation catalyst and one of the world's largest and most successful publicly funded research and development organisations.

CSIRO is one of the largest and most multidisciplinary mission-driven research agencies in the world. With 51 locations and over 6,300 people across Australia and internationally, CSIRO solves the greatest challenges through innovative science and technology to deliver world-class economic, environmental, and social benefits for Australia in a global context.

Many of CSIRO's innovations were once considered impossible. Fast WiFi, Aerogard insect repellent and the plastic Australian banknote, to name a few.

Until someone, just like you, joined us and took on the challenge.

We are committed to developing and supporting a diverse workforce in its broadest sense and know diverse teams are more effective and deliver more innovative outcomes for science.

As an employee of CSIRO, you will be eligible for the many benefits of working at Australia's National Science Agency. You can read more here:

- [Life at CSIRO](#)
- [Personal development and learning](#)
- [Generous leave conditions and benefits](#)
- [Work / life balance](#)



About the Australia Telescope National Facility

CSIRO operates several radio astronomy observatories and data archives that are collectively known as the Australia Telescope National Facility (ATNF). Our technology development program is the cornerstone of the ATNF and is an internationally recognised source of innovative radio astronomy instrumentation, which leads to societal impact.

The ATNF includes:

- the ASKAP radio telescope with its wide field-of-view in a legislated radio quiet zone,
- the Australia Telescope Compact Array with its wide frequency coverage, quick response times and flexible configurations,
- Murriyang, our Parkes radio telescope, which is the largest single-dish radio telescope dedicated to science observations in the southern hemisphere,
- the Long Baseline Array (LBA) providing very long baseline interferometry across Australia,
- the Mopra radio telescope, which is used for single-dish observations, particularly at millimetre wavelengths and as part of the LBA
- astronomical data archives that currently provide 15PB of data, as well as various catalogues, databases and software packages used for obtaining and processing data from our facilities, and
- a comprehensive range of expertise, spanning from the intricacies of front-end receivers to deploying machine learning algorithms for analysing the vast data volumes contained within our archives.

Visit [Australia Telescope National Facility - CSIRO](#) for more information. For two semesters each year, the ATNF accepts Principal Investigator-driven proposals from the national and international community.

The ATNF has been involved with the international SKA project from its inception, has contributed to its design, and is delivering the beam-forming instrumentation and local infrastructure for the SKA-Low telescope in Australia. In Australia, CSIRO is partnering with the SKA Observatory to build and operate the SKA-Low telescope. The ATNF's locations, telescopes and engineering expertise are in an excellent position to support and extend the science goals of the SKA telescopes over the next decade.

The ATNF forms part of CSIRO's Space & Astronomy research unit, and together we aim to enable humanity to understand our Earth and Universe. This understanding, and our innovative science and technology, contributes to solving the greatest challenges, building future industry, and serving customers from across Australia and the world.



About the ASKAP radio telescope

ASKAP is located at Inyarrimanha Ilgari Bundara, the CSIRO Murchison Radio-astronomy Observatory and managed out of Geraldton in Western Australia. The radio telescope array consists of 36 parabolic antennas, each 12m in diameter, that works together as a single astronomical interferometer. It is used by astronomers to map the universe above it to unprecedented depths of sensitivity and completed a rapid survey of the entire sky from 2019 to 2020 that mapped three million galaxies. ASKAP's current five-year program aims to discover new galaxies, investigate galaxy formation and evolution, and discover fast radio bursts and other transient sources with increased sensitivity.

The suite of 36 antennas are fully-steerable and equipped with novel Phased Array Feed (PAFs) receivers designed and built by CSIRO. These receivers together produce 100Tb/s of raw data which are processed on site using state-of-the-art digital signal processing hardware, also designed and maintained by CSIRO. Exceptionally high volumes of data are transported to the Pawsey Supercomputing Research Centre in Perth, where data is ingested and transformed into science-ready data products. Visit [ASKAP radio telescope - CSIRO](#) 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.

We are seeking two Mechanical Technicians to be part of the support team for ASKAP Operations. The role suits someone with broad general experience and skills in mechanical maintenance, repairs and assembly. You will contribute as part of a small multi-disciplinary engineering team to conduct the routine maintenance and repairs to a range of mechanical systems.

This is an opportunity to combine the advantages of a relaxed, ocean-side lifestyle with a leading-edge technology job at a world-class science and technology research facility.

CSIRO's Space & Astronomy research unit is committed to providing a safe and inclusive work culture and implementing initiatives to improve diversity and equity within our workplaces. This role is offered on a full-time or part-time basis.

Please note: While you will be based in Geraldton, there will be routine visits to the Inyarrimanha Ilgari Bundara, CSIRO's Murchison Radio-astronomy Observatory for typically five days in duration. These visits will require overnight stays on site at the Boolardy Accommodation Facility. Staff usually travel out on Monday and return on Friday, by flying or driving. Additional allowances are applicable for remote deployment.

Duties and key result areas

- Work within a small multi-disciplinary team to monitor system performance and maintain the Observatory mechanical systems, to ensure the highest levels of availability required for the National Facility. This involves:
 - Undertake planned maintenance activities, routine service inspections and defect repairs on a broad range of mechanical systems.
 - Monitor system performance, diagnose faults and effect repairs in a timely manner to support Observatory operation.
- Maintain accurate maintenance logs and relevant engineering drawings and documentation.
- Maintain stores system, workshop and machine shop in good order.
- Assist in a range of site activities and interact and co-operate with other technical and non-technical staff to ensure the safe and efficient operation of the observatory.
- Travel frequently to the site of the ASKAP radio telescope, some 350km northeast of Geraldton.
- Travel occasionally to other ATNF sites, as required, to assist with installation and maintenance of mechanical systems.
- Communicate openly, effectively and respectfully with all staff, clients, contractors and suppliers in accordance with good business practice, collaboration and enhancing CSIRO's reputation.
- Adhere to CSIRO's Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
- Other duties as directed.

Selection Criteria

Essential

1. A relevant Certificate or Diploma in Engineering - Mechanical Trade (Fitting/machining, diesel mechanic, boilermaker/welder) with at least 2 years relevant experience.
2. Due to the specific duties and/or conditions associated with this role, it is essential that the preferred applicant can climb steep stairs and ladders and work on structures at a height of up to 25m and at times, work in confined spaces (occasionally) and,
3. Hold a current Class 'C' Australian driver's license (or equivalent).

2. Demonstrated industrial experience and practical skills in the maintenance and repairs of mechanical systems including: open gearing; gearboxes; hydraulics; diesel generators; and mechanical plant and equipment.
3. Proven ability to work effectively as part of a multi-disciplinary, regionally dispersed team, and to carry out tasks autonomously.
4. Demonstrated commitment to safe work practices, including the development of safety documentation such as activity-based risk assessments.
5. Demonstrated commitment to environmental sustainability and the principles of equity and diversity.
6. Good written and verbal communication skills and a sound level of computer literacy.
7. Willingness to travel to other CSIRO sites for training and professional development or to assist with the repairs, installation or maintenance of equipment.

Desirable

1. Experience with computer aided drafting (CAD).
2. Familiarity with maintenance management tools.
3. Qualifications/license in the operation of EWP's, Forklift, Working at Heights, Lifting and Rigging and resuscitation First Aid.

Not sure if you meet all the criteria?

Don't let that stop you from applying. We recognise there are many pathways to developing skills and experience, and we can consider appointing at different levels depending on what you bring. If you have more experience and capability than outlined, the role may be upgraded to a higher level; likewise, if you are still developing in some areas, we may be able to offer the role at a lower level. If you'd like to discuss whether this opportunity could be the right fit, please contact the person listed on page 1.

Required Competencies at CSOF3

- **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.

Required Competencies at CSOF4

- **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:** 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 reach out to careers.online@csiro.au if we can help you to equitably participate in our recruitment process or the role itself.

CSIRO values

CSIRO is a values-based organisation committed to values-based leadership.

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](#).

Special 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 specific duties and/or conditions associated with this role, it is essential that the preferred applicant can climb stairs and ladders and work on structures at height of up to 25m.
- The successful candidate must be willing and able to work and travel outside of normal hours on occasion as part of an after-hours/on-call support system, and to assist with upgrades and maintenance. Overtime pay and/or flex leave will be applicable as per policy.