Position Details

Technical Services – CSOF4

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	HVAC Technician - SKA-Low Telescope
Job Reference	102854
Tenure	Indefinite - Full-time, Part-time or Job-share
Salary Range	CSOF4 - AU$100,103 to AU$113,251 per annum, plus 15.4% superannuation plus overtime and applicable allowances for site based work
Location(s)	Geraldton, Western Australia - FIFO to Inyarrimanha Ilgari Bundara, the CSIRO Murchison Radio-astronomy Observatory
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	Australian/New Zealand Citizens and Australian Permanent Residents
Client Focus – Internal	0%
Client Focus – External	100%
Position reports to the	This position will report to the SKA-Low Logistics and Planning Manager
Number of Direct Reports	0
Enquire about this job	To enquire about this job please reach out to the SKA-Low Logistics and Planning Manager, Allan Wilkes, on allan.wilkes@csiro.au for more information.
Support and workplace adjustments	We offer a range of reasonable supports and workplace adjustments. Please let us know via email to mark.rice@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 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.

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, Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit CSIRO.au for more information.

Background

The SKA Observatory (SKAO) is a global, next-generation radio astronomy facility that will revolutionise our understanding of the Universe.

The SKAO's two telescopes – SKA-Low in Western Australia and SKA-Mid in South Africa, will deliver more than half a century of transformational science for the international community. The SKA telescopes promise to have a major impact on society, in science and beyond, including developing new technologies that will deliver significant benefits to our everyday lives in years to come. By constructing and operating these advanced telescopes, the SKA Observatory will become the world leader in radio astronomy, providing unparalleled research capabilities for decades.

The SKAO is an intergovernmental organisation of 16 member and participating countries, with global headquarters in the UK. In Australia, the SKAO is partnering with CSIRO, Australia's national science agency, to construct and operate the SKA-Low telescope.

SKA-Low teams work across three sites:

- Inyarrimanha Ilgari Bundara, the CSIRO Murchison Radio-astronomy Observatory on Wajarri Yamaji Country.
- Our Engineering Operations Centre on Nhanhangardi, Naaguja, Wilynyu and Amangu Country in Geraldton.
- Our Science Operations Centre on Whadjuk Noongar Country in Perth.

Further Reading: Explore CSIRO and the SKA-Low Telescope project

Role Overview

The advanced data processing systems that will help us explore the furthest reaches of the universe rely on precisely controlled temperatures, even in the extreme conditions of the Australian outback. As a member of the SKA-Low Engineering Operations team, the HVAC Technician plays a vital role in enabling our science by ensuring the reliable operation of sophisticated cooling systems across the telescope site.

This critical position is responsible for the diagnostics, maintenance, repair, and upgrading of a range of high-performance HVAC systems, including water-cooled chillers, split systems, and specialised industrial air-conditioning and cooling infrastructure.

Working in a remote environment, this role is a mix hands-on technical expertise with oversight of contractors. The position operates on a FIFO (Fly-In Fly-Out) basis via charter flights. The standard roster consists of 8 consecutive days on-site followed by 6 days off, supporting a sustainable and balanced work-life schedule.

CSIRO and the SKA Observatory value and respect difference, and we are committed to building an inclusive culture by creating an environment where you can balance a successful career with your commitments and interests outside of work. We believe that you will do your best at work if you have a work / life balance. We are open to discussing flexible working opportunities with this role being offered on a full-time, part-time or job share basis. Please raise your preference in your application.

Duties and Key Result Areas

Diagnostics

- Investigate and resolve system faults, alarms, and incidents swiftly, collaborating with internal teams and contractors to ensure minimal disruption.
- Provide expert technical guidance on fault diagnostics, system reliability, and performance improvement opportunities.
- Monitor the Building Management System (BMS), responding proactively to alarms to maintain operational continuity.

Maintenance

- Perform routine and corrective maintenance on site infrastructure to maximise system reliability and uptime.
- Maintain accurate records and schedules in the Computerised Maintenance and Management System (CMMS), ensuring alignment with asset configurations and operational standards.
- Supervise on-site contractors to ensure full compliance with safety protocols, induction processes, and regulatory requirements.

Repair

- Respond promptly to system failures and malfunctions, implementing effective corrective actions in coordination with stakeholders.
- Ensure all repair activities follow established safety procedures, technical standards, and documentation practices.
- Support the continuous improvement of the telescope systems by recommending and implementing reliability-focused repair strategies.

Upgrading

- Plan and execute system upgrades, installations, and modifications in accordance with engineering specifications and site standards.
- Drive continuous improvement by identifying and implementing process optimisations, automation opportunities, and waste-reduction initiatives.
- Procure equipment and services for maintenance and upgrade projects in line with SKAO procurement procedures.

Other Duties

- Adhere to the spirit and practice of SKAO's and CSIRO's Code of Conduct, Health, Safety and Environment procedures and policy, and Diversity initiatives.
- Other relevant duties as required.

Selection Criteria

Essential

Under CSIRO policy only those who are able to demonstrate how they can meet the essential criteria may be appointed.

- **Recognised Trade Qualification:** Possess a current Australian Refrigeration Mechanic Trade qualification, demonstrating a solid foundation in mechanical and HVAC systems.
- **Licensing Requirements:** Hold a valid Arctick Refrigerant Handling Licence, and either a Restricted Electrical Licence or a full WA Electrical Licence, enabling safe and compliant electrical work associated with HVAC systems.
- **HVAC Experience:** Proven hands-on experience working with complex HVAC systems, particularly those involving water-chilled equipment racks, flow balancing, and precision cooling in critical environments.
- **High-Risk Work Licences:** Hold, or be willing to obtain within three months of commencement, High-Risk Work Licences for: Working at Heights, Confined Space Entry.

- **Teamwork and Independence:** Demonstrated capacity to work safely and productively within a small engineering team, showing initiative, self-motivation, and the ability to operate effectively with minimal supervision.
- **Communication and Documentation:** Strong written and verbal communication skills, with the ability to prepare clear documentation and effectively use standard software tools for correspondence, record-keeping, and updates.

Desirable

- **Remote Site Experience:** Previous experience working in remote locations demonstrating adaptability and resilience in isolated or challenging environments.
- **Software Proficiency:** Experience using industry-relevant software tools such as electrical diagnostic software, SCADA systems, SAP, Maximo, CITEC, PLC programming environments, or equivalent platforms.
- **Support for Complex Facilities:** Experience supporting high-reliability technical or scientific infrastructure such as data centres, laboratories, or research facilities.

Not sure if you need 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 mark.rice@csiro.au 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, 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 and career development opportunities. To learn more, visit Careers at CSIRO.

We celebrate the uniqueness of our workforce and are committed to creating diverse and inclusive teams 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.

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 specific duties and/or conditions associated with this role, the preferred candidate will be required to undergo a pre-employment medical examination. A medical condition or physical disability will not impact eligibility unless it poses a health and safety risk or impacts the ability to perform the essential requirements of the role.

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.

CSIRO and SKAO Values

Visit CSIRO Online and Space and Astronomy and SKAO online and SKAO Location for more information. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

CSIRO	SKA Observatory
• People First • Further Together • Making it Real • Trusted	• Diversity and Inclusion • Excellence • Collaboration • Creativity and Innovation • Sustainability and Safety