

Position Details

Technical Services – CSOF5

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	Field Team Supervisor – SKA-Low Telescope
Job Reference	103261
Tenure and work schedule	Indefinite Full-Time, Part-Time or Job-Share
Salary Range	CSOF5 – AU\$118,102 to AU\$127,808 per annum (pro-rata for part-time), plus 15.4% superannuation + applicable site allowances (pro-rata for part-time) Note: <i>This role will work on a regular site roster and be paid in accordance with the CSIRO Enterprise Agreement for any additional hours and/or allowances for working in a remote location.</i>
Location(s) and office arrangements	Geraldton, Western Australia – Fly-in Fly-out (FIFO) to <i>Inyarrimanha Ilgari Bundara</i> , the CSIRO Murchison Radio-astronomy Observatory, on a roster (4 days on/3 days off)
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 role will report to the SKA-Low Maintenance Manager
Number of Direct Reports	10
Enquire about this job	To enquire about this job please reach out to the SKA-Low Head of Engineering Operations, Callum Jones, on callum.jones@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 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 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 next-generation radio astronomy facility that will revolutionise our understanding of the Universe and the laws of fundamental physics. Enabled by cutting-edge technology, it promises to have a major impact on society, in science and beyond. As an intergovernmental organisation, the SKAO brings together sixteen countries around the world.

The SKAO has an international footprint and consists of the SKAO Global Headquarters in the UK, the SKAO's two telescopes at radio-quiet sites in South Africa and Australia, and associated facilities to support the operations of the telescopes.

Constructing and operating these telescopes will position the SKAO as the leading research infrastructure for radio astronomy globally, providing science capabilities to the international astronomical community for decades to come.

Australia hosts the SKAO's low frequency telescope (SKA-Low) in remote Western Australia on Wajarri Yamaji Country.

The Traditional Owners and native title holders, the Wajarri Yamaji, have gifted CSIRO with the traditional name Inyarrimanha Ilgari Bundara for the CSIRO Murchison Radio-astronomy Observatory, home to the SKA-Low telescope. The traditional name means 'sharing sky and stars' in the Wajarri language.

In Australia, SKAO is collaborating with CSIRO to operate and support the construction of the SKA-Low Telescope. SKA-Low teams are operating out of:

- 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 Field Team Supervisor will lead and mentor a team of up to ten field technicians and field engineers, maintaining the world's largest low frequency telescope, SKA-Low. This role demands strong leadership, operational expertise, and the ability to ensure efficient field works. The Field Team Supervisor will manage field technicians and field engineers, ensure safety compliance, optimise processes, and maintain high standards of quality and productivity.

This role will play a key part in building the team, and in overseeing their work during construction and maintenance.

This role is based out of the Engineering Operations Centre (EOC) in Geraldton, WA, and will require regular rostered travel to *Inyarrimanha Ilgari Bundara*, the CSIRO Murchison Radio-astronomy Observatory on a Fly-In Fly-Out (FIFO) arrangement from Geraldton using 9-seater planes to and from an unsealed runway. The working days for Field Technician teams are Monday to Thursday each week, working around 12 hours each day (4 days on/3 days off).

CSIRO and the SKA Observatory value and respect differences, 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.

Duties and Key Result Areas

- Lead, support, and empower a diverse and inclusive team of technicians and field engineers, fostering an environment of respect and belonging, and maintaining a safe workplace.
- Develop and implement work plans that will accommodate changing working styles and requirements while meeting project milestones.
- Oversee daily operations, ensuring safety, quality, and efficiency in all field activities.
- Provide technical guidance and supervise maintenance and repairs of the SKA-Low telescope.
- Foster a culture of innovation and continuous improvement, promoting a respectful and collaborative work environment.
- Build and maintain trust-based stakeholder relationships, ensuring effective communication with contractors and traditional owners.
- Support team development, career growth, and project success, while driving alignment with CSIRO and SKA Observatory's core values.
- Advocate for inclusive hiring and retention strategies, communicate resourcing needs, and propose solutions that foster a more representative workforce.
- Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO's and SKAO's reputations.
- Adhere to the spirit and practice of both the SKA Observatory's and CSIRO's values, Code of Conduct, Health, Safety and Environment procedures and policies, diversity initiatives and Zero Harm goals.
- Other reasonable duties as directed.

This role will require that you have:

- The ability to work outdoors in remote outback environments.
- The willingness to walk on uneven ground for extended distances.
- The adaptability to a FIFO (Fly-in, Fly-out) roster from Geraldton (4 days on/3 days off) in 6-10 seat twin engine planes.
- The physical capability to repetitively lift and carry objects up to 10kgs.

Selection Criteria

CSIRO is an Equal Opportunity employer working hard to recruit world-class talent that represents the diversity across our society. As part of our commitment to equitable employment outcomes for under-represented groups, preference will be given to Indigenous Australian people and women who meet the role criteria.

Essential

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

1. Demonstrated relevant qualifications and/or equivalent experience across university education, technical training, trades, military service, or related hands-on operational roles.
2. Proven experience in leading, supporting and empowering teams in industrial, scientific, construction or engineering environments.
3. Strong interpersonal skills, with the ability to motivate, develop, and inspire a multi-disciplinary team.
4. Experience in implementing safety protocols and risk management strategies, preferably in remote or technical settings.
5. Demonstrated ability to plan, prioritize, and manage team operations, preferably in remote and challenging environments.
6. Proficiency in Microsoft Office applications and commercial software tools, with the ability to use them effectively in your role.
7. Strong written and verbal communication skills, with demonstrated ability to prepare clear documentation, briefings, and reports.

Desirable

1. Experience working respectfully with Indigenous Australian people.
2. Background in construction, electrical systems, electronics, or other fields relevant to the SKA-Low Telescope.
3. Background and/or qualifications in Telecommunications or related field.
4. A Certificate IV in Training and Assessment (or equivalent experience) to help build and develop team capability.

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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
- **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:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
- **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 (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](#), 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.

CSIRO 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
<ul style="list-style-type: none"> • People First • Further Together • Making it Real • Trusted 	<ul style="list-style-type: none"> • Diversity and Inclusion • Excellence • Collaboration • Creativity and Innovation • Sustainability and Safety

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

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 be required to **undertake a pre-employment background check**. This will be conducted by CSIRO Contracts & Preboarding Team, through our provider HireRight. 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 successful candidate will be required to **undertake a pre-employment medical examination prior to commencement**. 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.

- Inyarrimanha Ilgari Bundarra, The CSIRO Murchison Radio-astronomy Observatory is a remote location in the Australian outback. While this role is based at the Engineering Operations Centre in Geraldton, **regular travel to site will be required** to perform aspects of the role. Willingness to safely perform duties in outdoor remote environments is crucial to this role.
- The successful candidate will be required to **hold an Australian State/Territory issued light vehicle licence and be willing and ready to operate a 4WD.**