# Position Details

## Technical Services - CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Station Manager |
| Job Reference | 96730 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$110K - AU$119K per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Boorowa Agricultural Research Station (BARS) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens * Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Cropping Research Stations Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 3 |
| Enquire about this job | [Lisa.Delehanty@csiro.au](mailto:Lisa.Delehanty@csiro.au) |
| 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

General Duties

* Work as part of a multi-disciplinary, regionally dispersed research operations team, to carry out tasks autonomously in support of field based scientific research.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO, to achieve research and continuity objectives.
* Develop, monitor and be responsible for annual operating budget for (Boorowa agricultural research Station (BARS).
* Communicate effectively and respectively with all staff, clients, and suppliers in the interests of good business practice, collaboration, and enhancement of CSIRO’s reputation.
* Provide direct support towards field operations of the research station including operation of farm plant and machinery.
* Set-up and/or maintain effective and efficient work teams, allocate and manage staff and physical resources and undertake staff performance management and career development of the team.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.

Operation Team Duties

* Direct line management of up to three research support staff focussing on their day-to-day performance, time and resource management, team cohesion, relationships with research teams/staff and compliance with HSE standards and procedures.
* Use appropriate management strategies and communication styles to maintain high levels of motivation and productivity, giving feedback for development purposes and providing support for improvement and accountability.
* Development of a team culture that delivers a vibrant and productive workplace with a strong focus on wellbeing and safe operation.

Research Station Capability Duties

* Manage the day-to-day activities of the BARS ensuring the station is managed according to leading practise and is research ready.
* Manage development and implementation of the annual research station operational plan utilising leading practise principles (including rotational plan) to maximise site capability for research.
* Manage and assist implementation of field trial service activities including land preparation, fertiliser application, pesticide application and other activities using farm machinery and equipment according to safe work practise and consistent with farm operational plan.
* Manage and assist implementation of repairs and maintenance on equipment and facilities, including first responder troubleshooting to the digital capabilities of the research station.
* Manage and assist implementation of livestock management consistent with annual operational plan, with a strong focus on animal welfare.

Research Support Services Duties

* Liaise closely with researchers to understand field trial service needs.
* Manage implementation of field research trial services by the BARS operations team to meet required trial needs to leading practise standard.
* Ensure site plant and equipment including farm machinery and field based digital capabilities are maintained and utilised on site.
* Instigate and facilitate regular meetings of representative research groups/users of BARS to ensure optimum site capability and supply of farm technical services to meet research needs.
* Communicate activities of the research station and progress in achieving annual operational plan with the Cropping Research Stations Leader and research clients as appropriate.
* Collaborate with other A&F Research Station Managers sharing knowledge, experience, and leading practice whenever possible.
* Adapt and/or develop original techniques/procedures/equipment/ concepts/ideas in support of existing and further research.
* Provide advice to researchers on set up of field trials to maximise efficiency and outcomes.

Our Regulatory and other Compliance Duties

* Adhere to all compliance requirements with regard to managing a CSIRO research station i.e. NSW Department of Agriculture, Office of the Gene Technology Regulator and NSW Department of Water and local government authorities.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Bachelor’s degree in Agricultural Science or equivalent relevant work experience in Agricultural Field Research. Direct work experience managing agricultural field research cropping and livestock trials according to leading practise.
2. Experience in operation farm machinery (tractors, sprayers, harvesters).
3. Experience managing a team.
4. Managing implementation of a farm operational plan within budget.
5. Current Drivers Licence.

## **Desirable**

1. Heavy Vehicle Licence
2. Forklift Licence

## **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.

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.

* *If you have any queries regarding finalising the Duties and Key Result Areas or the Special Requirements for this position, please consult with In-business HR or the Talent Acquisition Team.*

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and for more information.

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* People First
* Further Together
* Making it Real
* Trusted