# Technical Services – CSOF3

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| Advertised Job Title**:** | Chiswick Research Station – Leading Farm Hand |
| Reference Number**:** | 55846 |
| Classification**:** | CSOF3 |
| Salary Range: | AU $61k to AU $78k plus up to 15.4% superannuation |
| Location**:** | Armidale, NSW |
| Tenure: | Indefinite/Ongoing |
| Relocation assistance**:** | Will be provided to the successful candidate if required |
| Applications are open to: | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Functional Area**:** | Technical Services |
| % Client Focus - Internal: | 100% |
| % Client Focus - External: | 0% |
| Reports to the: | Farm Manager |
| Number of Direct Reports: | 0 |

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| **Role Overview:** |
| The role of Technical Staff (Leading Farm Hand) 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/farm practices and the development of new practices. The work is usually carried out as a member of a local farm operations team.  The Armidale Farm Operations Team is focused on providing a wide-range of services and support to all research projects at Armidale. The Technical Services Officer (Leading Farm Hand) will require demonstrated hands on sheep and cattle husbandry experience, farm maintenance skills, advanced computer skills, a strong commitment to teamwork and safe work practices. |

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| **Duties and Key Result Areas:** |
| * Maintain a high level of technical (Leading Farm Hand) support to research staff. * Knowledge of and the ability to collect pedigree information and capture performance record details for a registered Angus cattle herd. * Maintain experimental sheep selection flocks and associated data recording tasks and activities. * Assist with compliance to a number of quality assurance programs, animal ethics and quarantine protocols. * Provide a high level of care to ensure livestock are maintained in a healthy state. * Muster animals to perform both industry standard husbandry procedures and planned research activities. * Assist with livestock identification procedures including electronic tagging and tracking. * Monitor flystrike incidence and worm burdens and assist with treatment of animals where appropriate. * Assist with the maintenance of facilities/infrastructure such as pens, yards, fences and livestock watering points. * Assist with pest animal and noxious weed control. * Communicate 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 with colleagues within your team, the business unit and across CSIRO, to achieve objectives. * Provide instruction and assist other staff to complete allocated tasks and activities, as required. * Provide instruction on activities pertaining to the immediate work area and responsibilities, as required. * Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals. * Other duties as directed. |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed*  ***Pre-Requisites:***   1. **Education/Qualifications:** Higher School Certificate with proven numeracy and literacy skills, Trades Certificate, Diploma in Agricultural Scienceand/or equivalent experience.   **Licence:** Current Australian Manual Driver’s Licence.   1. **Communication:** Ability to communicate in a fluent and courteous manner, both orally and in writing, offering factual information supported by proven data, and providing appropriate feedback when required. 2. **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment. 3. **Adaptability:** The ability to effectively manage a number of competing priorities simultaneously, and carry out non-routine tasks under direction of the farm manager. 4. **Problem Solving:** Proven ability to investigate routine problems by identifying and considering the implications of a range of available alternative solutions.   ***Essential Criteria:***   1. Demonstrated experience in the safe operation of agricultural plant and machinery items.   Sound pasture assessment and fodder budgeting skills.  Experience in livestock management including documenting and planning both routine industry standard and research based livestock husbandry events, procedures and practices.  Demonstrated experience and knowledge in mixed farming activities and property maintenance tasks.  Possess advanced computer skills (Microsoft Office suite – commercial based livestock/property software/apps), attention to detail and the ability to maintain accurate records.  The ability to work effectively as part of a multi-disciplinary, regionally based operations team and carry out tasks under general direction from the Farm Manager.  Knowledge of and a commitment to actively work towards improved Occupational Health and Safety outcomes and safe working practices.  **Desirable Criteria:**   1. Experience selecting and applying agricultural chemicals and willingness to use same. 2. Licences/Qualifications to operate various machinery and plant items.   **As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:   1. Excellent science 2. Inclusion, trust & respect 3. Health, safety & environment 4. Delivery on commitments.   **In your application and at interview you will need to demonstrate alignment with these behaviours.**  ***Special requirements:***  To be eligible for this position you must be physically able to undertake specific non-negotiable tasks required to complete mixed farming, livestock handling and property maintenance tasks at times under challenging environmental conditions. |

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| **Other Information:** |
| **How to Apply**  Please apply for this position online at <https://jobs.csiro.au/> and enter requisition number **55848**. Internal applicants please apply via ‘Jobs Central’ in SAP (click ‘Recruitment’)  Please load your CV (Maximum 2MB). You may also be required to respond to some screening questions.  If you experience difficulties applying online call 1300 984 220 for assistance. Outside Australian business hours please email: [careers.online@csiro.au](mailto:careers.online@csiro.au).  **Referees**: Please provide contact details of two previous supervisor or academic/professional referees in your resume/CV. We will ask your permission before making contact.  **Contact:** If after reading the position details above you require more information please contact:  **Andrew Eichorn**via email: [Andrew.Eichorn@csiro.au](mailto:Andrew.Eichorn@csiro.au) or phone: **+61 2 6776 1401**  Please do not email your application directly to Mr Eichorn. Applications received via this method may not be considered by the selection panel.  **About CSIRO**  Australia is founding its future on science and innovation. Its national science agency, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) is a powerhouse of ideas, technologies and skills for building prosperity, growth, health and sustainability. It serves governments, industries, business and communities across the nation.  Find out more! [www.csiro.au](http://www.csiro.au).  We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you.  Find out more! [CSIRO Balance](https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance)  **CSIRO Agriculture & Food** carries out research and development for new agricultural technologies, value added foods, crop and livestock improvement, aquaculture, farming systems, sustainability and advancement of international agriculture. |