# Technical Services – CSOF5

Role summary for potential applicants

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| Advertised Job Title**:** | Research Station Manager - Boorowa |
| Reference Number**:** | 56906 |
| Classification**:** | CSOF5 |
| Salary Range: | AU $95,369 to AU $103,205 plus up to 15.4% superannuation |
| Location**:** | CSIRO Boorowa Agricultural Research Station - Boorowa 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: | 90% |
| % Client Focus - External: | 10% |
| Reports to the: | Research Operations Team Manager |
| Number of Direct Reports: | 5 |

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| **Role Overview:** |
| CSIRO has recently commenced the construction phase of the Boorowa Agricultural Research Station (BARS) which will be a new, purpose built, state of the art and digitally integrated agricultural research facility capable of delivering CSIRO’s agricultural research requirements into the future.The Boorowa Agricultural Research Station (BARS) Manager will be an important coordinating role specific to the BARS within CSIRO Agriculture and Food (A&F). The Research Station Manager will provide oversight of the whole research station, allied off station research sites. The BARS Manager supports the A&F Research Operations Manager and the broader research community. The successful applicant will commence work at the existing Ginninderra Experimental Station and will transition to the Boorowa site in 2019.It is expected that the Research Station Manager will spend approximately:* 60% of their time involved in activities directly attributable to supporting the research activities of BARS and all off-sites
* 30% of their time managing their team, supervising the activities of others and, as an immediate manager of staff, will oversee the performance and development of those staff to establish a positive and productive workplace culture with a strong focus on HSE and wellbeing.
* 10% of their time to manage all appropriate external relationships including other CSIRO groups and external stakeholders such as local council authorities and the Australian Government Department of Agriculture.
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| **Duties and Key Result Areas:** |
| * Work as part of a multi-disciplinary, regionally dispersed research operations team, to carry out tasks autonomously in support of 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 BARS.
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation. This includes the development of a ‘community outreach’ program that is engaged within the local district.
* 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, Health, Safety and Environment plans and policies, diversity initiatives and zero harm goals as they pertain to you and the team.

**The Team*** Direct line management of up to five 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.
* Influence and manage a positive change as the team transitions from Ginninderra Experimental Station (GES) to BARS.
* 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 positive and productive workplace with a strong focus on HSE and wellbeing, supervising other CSIRO staff, junior staff and casual staff as required.

**The Research Station*** Manage the day to day activities of the BARS including involvement in final stages of construction, hand over and commissioning of the facility with particular focus on built infrastructure i.e. new buildings, new irrigation system, GPS identified research plots plus others.
* Oversee and/or undertake plan field rotation strategies to maximise their utility for ongoing scientific experimentation.
* Oversee and/or undertake field preparation, fertilizer and pesticide application using appropriate equipment and safety procedures.
* Oversee and/or undertake repairs and maintenance on equipment and facilities, including first responder trouble-shooting to the digital capabilities of the research station.
* Oversee the management and general welfare of stock/flock animals and integration with general farm management practices. Act as the first point of contact for animal welfare matters.

**Research Support*** Work with a diverse range of scientific equipment with emphasis on the digital capabilities of the research station, data acquisition, data validation and management, data storage and researcher access.
* Instigate and facilitate regular meetings of representative research groups/users of BARS.
* Communicate activities of the research station and progress in achieving plans with the Research Operations Manager and research clients as appropriate.
* Collaborate with other A&F Research Station Managers sharing knowledge, experience and best practice whenever possible.
* Adapt and/or develop original techniques/procedures/equipment/ concepts/ideas in support of existing and further research.

**Our Regulatory and other Compliance*** 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.
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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed****Pre-Requisites:***1. **Education/Qualifications:** Tertiary degree in Agricultural Scienceand/or equivalent experience.
2. **Communication:** Excellent communication skills, both written and oral.
3. **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.
4. **Adaptability:** The ability to effectively manage a number of competing priorities simultaneously, and carry out non-routine tasks under limited direction from Senior Technical/Research staff.
5. **Problem Solving:** Proven ability to investigate underlying issues of complex and ill-defined problems and develop appropriate responses by adapting/creating and testing alternative solutions.

***Essential Criteria:***1. 5+ years of relevant experience in Agricultural Science, Agronomics, Digital and/or Precision Agriculture.
2. Experience in working within a research organisation.
3. Experience in managing staff, teams and relationships with researchers.
4. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks autonomously in support of scientific research.
5. Demonstrated ability & willingness to contribute novel ideas and approaches in support of scientific investigations.

Desirable Criteria:1. Qualifications and/or demonstrable experience in a relevant digital technology.
2. Qualifications and/or demonstrable experience in natural resource management.

**As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:* Excellent science
* Inclusion, trust & respect
* Health, safety & environment
* Delivery on commitments.

**In your application and at interview you will need to demonstrate alignment with these behaviours.*****Other special requirements:***To be eligible for this position you must be willing and able to: * Undertake moderate physical activity commensurate with mixed farming activities.
* Undertake occasional travel to other locations within the surrounding State and within Australia for short periods of time (up to 3-5 days).
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| **Other Information:** |
| **How to Apply**Please apply for this position online at <https://jobs.csiro.au/> and enter requisition number **56906**. 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: csiro-careers@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: Peter Roylevia email: peter.royle@csiro.au or phone: +61 08 8303 8947Please do not email your application directly to Mr. Royle. Applications received via this method will not be considered.**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 and Food**Our researchers are helping Australian farmers and industry improve productivity and sustainability across the agriculture sector - <http://www.csiro.au/en/Research/AF> |