# Position Description

## Research Projects – CSOF3

The following information is for applicants

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| Advertised Job Title**:** | Research Technician – Aquaculture Biologist |
| Job Reference: | 59370 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Percentage of Client Focus - Internal: | 50% |
| Percentage of Client Focus - External: | 50% |
| Reports to the: | Aquaculture Production Team Leader (Simon Irvin) |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | TBA |
| Contact Details For Technical Issues | Call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.online@csiro.au). |
| How to Apply: | Please apply online at [jobs.csiro.au](https://jobs.csiro.au/) and enter the requisition number**.** Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon |

## Role Overview:

Research Projects staff in CSIRO collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Prawn Technician primarily supports two project areas within CSIRO Agriculture and Food’s Aquaculture Program. Selective breeding and nutrition are two growth areas for this program. The Monodon Breeding Centre (MBC) is a major initiative underway at Bribie Island in the area of selective breeding, designed to have a transformative impact on Australian prawn aquaculture over the mid-term. The Ridley’s project is a major external nutrition project operating from the Bribie Island site.

The position contributes to the rearing and propagating of prawn families, and facilitates the application of aquatic animal husbandry skills to other aquaculture breeding, nutrition and production research activities, current and emerging.

## Duties and Key Result Areas:

* Undertake and complete tasks under technical direction, working with discretion to decide on the timing of operations within the work team’s plan and planning ahead to meet experiment and/or project demands.
* Under technical direction undertake animal management tasks, animal-based experiments, laboratory analyses or technology development activities (some non-routine) using a range of techniques, often working on a number of parallel and competing tasks.
* Design new processes or apparatus by adapting existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
* Communicate openly, 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 as part of a multi-disciplinary, regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## Competencies:

1. **Teamwork and Collaboration: Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.**
2. **Influence and Communication: Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.**
3. **Resource Management/Leadership: Provides instruction and assists other staff to complete allocated tasks and activities.**
4. **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
5. **Independence: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).**
6. **Adaptability:** Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

## Selection Criteria:

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

1. Tertiary qualification or equivalent, and sound experience, in Aquaculture or a related field.
2. ProvenExperience in penaeid prawn broodstock husbandry, larval rearing of crustaceans, and in management of water treatment systems.
3. The ability to communicate effectively within a team environment, offering factual information supported by proven data, and providing constructive feedback when required.
4. A history of professional and respectful behaviours and attitudes in a collaborative environment.
5. Thewillingness and ability to work on a flexible roster during seasonal periods of higher staffing needs (typically prawn breeding periods in Spring and Autumn).

## Desirable Criteria:

1. Experience with algal and brine shrimp culture.
2. Experience with fish reproduction and larval rearing.

## Special Requirements:

The willingness and ability to work weekends and flexible hours on a regular basis; particularly during busy seasonal periods.

## About CSIRO:

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Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)