# Position Description

## Research Projects – CSOF3

The following information is for applicants

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| Advertised job title**:** | Agricultural Research Technician |
| Job reference: | 60341 |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Percentage of client focus - internal: | 20% |
| Percentage of client focus - external: | 80% |
| Reports to the: | Team Leader |
| Number of direct reports: | 0 |
| 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  |
| Name and contact details for applicant enquiries  | Mrs Kellie Cooper via email: Kellie.Cooper@csiro.au*Please do not email your application directly to Kellie Cooper. Applications received via this method may not be considered by the selection panel.* |
| If you have difficulty applying please contact: | Call 1300 984 220 or email careers.online@csiro.au.  |

## Role Overview:

Research Projects staff in CSIRO collaborates 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 CSIRO Cotton Breeding Program has significant research activities at the Australian Cotton Research Institute (ACRI) testing advanced breeding materials at multiple off-station sites across the entire industry. Taking a hands-on approach, the Research Technician will provide high levels of assistance in day-to-day operations and breeding research. The key focus areas include: supporting research activities through the practical application of field, crop, water and pesticide management.

This role will participate in the planning and conducting of breeding experiments at both ACRI, Myall Vale and off-station sites and assist the progress of breeding research both in the field and controlled environments. The Research Technician will be required to work as an important team member as well as independently in the Breeding Support team to develop enhanced new varieties suitable for all cotton growing regions of Australia.

## Duties and Key Result Areas:

* Operate machinery such as planting, cultivation, fertiliser, spraying and harvesting to manage cotton and other crops in rotation.
* Irrigate crops as directed and when required.
* Assist with maintenance of cotton pickers, module press and other farm equipment as required.
* Be an active member of a large team, assisting in running an extensive cotton breeding program aimed at developing improved cultivars.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* 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 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.
* Oversee the activities of less experienced staff and provide guidance on experimental/ technological techniques and protocols.
* 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, often 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.*

* **Current MR driver’s license**
* **Proven experience in maintaining field experiments.**
* **The ability to lift, bend and undertake repetitive motions and the ability to undertake manual handling and operate equipment safely in accordance with Health and Safety Procedures.**
* **Demonstrated understanding and experience in the competent operation of research and row crop equipment together with the management of irrigation systems.**
* **The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under general direction from Scientific Researchers.**
* **The ability and willingness to work in harsh and adverse conditions whilst maintaining health and safety requirements.**

## Desirable Criteria:

* **Previous involvement with cotton production or experimentation. Cotton planting and harvesting experience desirable.**
* **Forklift (LF) license and chemical application certification (AQF3); Competent Operation of Machinery (or equivalent).**

## Special Requirements:

Appointment to this role will be subject to a medical check with audio.

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