# Position Details

*Health, Safety and Environment (HSE) Advisor*

## Administrative Services – CSOF4

The following information is for applicants

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| Advertised Job Title**:** | Health, Safety and Environment (HSE) Advisor |
| Job Reference: | 60578 |
| 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: | 90% |
| Percentage of Client Focus - External: | 10% |
| Reports to the: | HSE Manager – ACT/SA/WA |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries : | Stephen Virtue (HSE Executive Manager)  (02) 62465008 or [Stephen.Virtue@csiro.au](mailto:Stephen.Virtue@csiro.au)  *Please do not email your application to Stephen Virtue. Applications received via this method will not be considered by the selection panel.* |
| Contact Details For Applying: | 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’ in SAP (click ‘Recruitment’) |

## Role Overview:

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. CSIRO is Australia's premier research body, delivering innovative science for the benefit of Australians.

Health, Safety and Environment (HSE) partners with all levels of the organisation, coaching and influencing to make safety personal. They provide future focussed, leading-edge development and delivery of HSE programs that result in significant improvement in CSIRO’s wellbeing and safety culture. The HSE Advisor reports to the HSE Manager and will be responsible for delivering HSE services regionally, and providing technical and practical HSE support to research staff, affiliates, leadership teams, corporate citizens, operational managers, and other stakeholders. This role is focussed on delivering consistent education, training, regulatory advice and solutions to the organisation that will improve regional safety and enhance personal accountability for safety.

## Duties and Key Result Areas:

* Support the implementation of CSIRO’s HSE strategy through the planning and delivery of priority HSE activities and initiatives, with a focus on organisational consistency across the CSIRO sites
* Contribute to HSE projects and positively challenging the status quo in an effort to influence continual HSE improvement across the organisation
* Develop and maintain strong relationships with site work groups, understand their unique HSE needs and make recommendations to guide management decisions
* With limited guidance, develop and review policies, procedures and systems and offer solutions to challenging HSE issues in partnership with relevant work groups
* Contribute to a cohesive, collaborative and innovative HSE team. Provide hands on HSE practical support to operational staff and liaising with the HSE Specialist when more specialist HSE support is required
* Coach and educate staff through knowledge sharing across relevant organisational teams, utilising best practice and communities of practice to enhance the overall HSE performance
* Endorse HSE culture and lead by example, acknowledging and promoting behaviours to enable a positive and proactive HSE culture across the business
* Flexibility and agility to contribute to multiple teams, managing multiple priorities, and supporting various staff needs.
* Actively participate in the development of innovative best practice solutions to regulatory non-compliances and performance deficiencies
* Under general direction provide a discrete support service, and participate in the planning of group activities, across a Business Unit/s or group of functions for a single site or multiple sites, frequently encountering ambiguity and showing initiative in interpreting policies and procedures
* Using discipline expertise develop and review policies, procedures, systems and make recommendations to guide management decisions
* Communicate openly, effectively and respectfully with all 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: 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.**
2. **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.**
3. **Resource Management/Leadership: Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.**
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **Independence: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).**
6. **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.

## Essential Criteria:

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

1. Relevant tertiary qualification and/or work experience, in Health, Safety & Environment, Risk Management or related field.
2. Demonstrated ability to collaborate with other teams across HSE and specific stakeholders to build the desired culture and strong relationships.
3. The ability to adapt to changing environments and challenges in the interests of achieving team objectives.
4. Proven experience understanding stakeholder priorities as well as leveraging and contributing to HSE teams in the design, delivery and implementation of communication strategies (written and verbal – e.g. training) to deliver consistent messaging across the organisation.
5. Extensive experience in leading and participating in ongoing knowledge transfer across HSE teams and stakeholders and providing support and direction for others in the team by coaching and supporting staff and fostering open communication and strong collaboration.
6. Proven ability in interpreting legislation and regulatory standards, as well as other information, to proactively identify problems and appropriately respond to issues.

## Special Requirements:

* Appointment to this role will require undergoing a national police check prior to commencement.
* To be appointed to this position, the successful candidate must hold a current Australian Drivers Licence as some driving between sites may be required.

## About CSIRO:

We imagine. We collaborate. We innovate. To find out more visit us [online](http://www.csiro.au/)!