# Position Details

## Research Projects- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | SKA Telescope Integration Leader |
| Job Reference | 69929 |
| Tenure | Specified Term of 5 years  Full-time (Job-share arrangement may be considered) |
| Salary Range | AU$136k - AU$150k per annum plus up to 15.4% superannuation (pro-rata for part-time). Market remuneration will be considered. |
| Location(s) | Perth or Geraldton, Western Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens and Permanent Residents * New Zealand Citizens who usually reside in Australia |
| Position reports to the | Square Kilometre Array (SKA) Program Head |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 5 - 8 |
| Enquire about this job | Ant Schinckel by email: [Ant.Schinckel@csiro.au](mailto:Ant.Schinckel@csiro.au) or telephone: 02 9372 4101 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

CSIRO Astronomy and Space Science (CASS) builds and operates radio telescopes around Australia, including the iconic Parkes “Dish” and the Australia Telescope Compact Array in Narrabri. CSIRO is playing a lead role in the design, development and construction of the world’s largest radio telescope, the Square Kilometre Array (SKA). SKA Low, the Australian component of SKA, will be built at CSIRO’s Murchison Radio-astronomy Observatory (MRO), ~300km northeast of Geraldton, Western Australia. The SKA Organisation (SKAO) is leading the construction and operations for the SKA; and CSIRO provides specific roles and services to the SKAO. This position reports to both the CSIRO SKA Program Head (Australia) as well as the SKAO AIV Leader and involves close liaison with partners across the international project.

The Telescope Integration Leader will oversee and manage CSIRO’s work to the telescope Assembly, Integration and Verification (AIV) for SKA Low. Based in Perth or Geraldton, the position holds responsibility for leading CSIRO’s AIV team, planning and executing SKA Assembly, Integration and Verification activities and working towards telescope commissioning. Identifying issues and developing solutions that are sensitive to the environment, the SKA Telescope Integration Leader will manage up to 20 staff, including secondees from other radio astronomy institutes. The team is responsible for SKA Low product and sub-system acceptance, integration and high-level engineering testing, verification and commissioning, prior to handover to the science verification team.

The role also involves the provision of impartial leadership to ensure that AIV endeavours, and their outcomes, are aligned with high-level objectives. The Telescope Integration Leader manages the CSIRO-led team within the overall SKA Observatory AIV team. There is a requirement for frequent travel, primarily to the observatory site in the Murchison Shire in Western Australia, as well as interstate and international travel as required.

### Duties and Key Result Areas:

* Lead the Australian / CSIRO AIV team responsible for final planning and subsequent execution of AIV during construction, including financial and asset management responsibilities, managing budgets and financial delegations.
* Provide strong leadership to the CSIRO AIV team, including recruitment, development and mentoring to build a positive and inclusive team culture.
* Work for the SKAO AIV Leader to determine the overall program of AIV activities and manage its execution by the CSIRO team.
* Lead the acceptance of products or sub-systems from relevant product suppliers.
* Contribute to the creation and execution of the engineering integration, acceptance and verification tests.
* Manage the verification process to ensure methodical verification of the system before components are released to science commissioning.
* Participate in acceptance testing of arriving components.
* Monitor the schedule performance of AIV, and adjust the schedule and team priorities as necessary to achieve optimal effectiveness in light of changing constraints and delivery schedules.
* Contribute to the planning and prioritisation of SKA project activities within a Scaled Agile Framework.
* Build strong and effective relationships and work as part of a multi-disciplinary, highly dispersed team.
* Represent CSIRO externally, including in public forums, with industry or the research sector.
* 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.
* Undertake frequent travel to the observatory site (including driving on-site), as well as national and international travel as required.
* Other duties as directed.

## **Required Competencies:**

* **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.
* **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.
* **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency and understanding through integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identified and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. A Bachelor’s or Master’s degree in engineering (preferably electronic or software), or relevant science degree.
2. Demonstrated experience and domain knowledge of one or more SKA-relevant areas of activity (electronic engineering, software engineering, digital signal processing, computer and network infrastructure, radio astronomy).
3. Substantial experience using system engineering tools and concepts as applied to large-scale science or technology projects.
4. Proven success in planning and performing integration of complex systems.
5. The ability to provide technical leadership to a multi-disciplinary team delivering to both CSIRO and the SKA Observatory.
6. Strong and effective people-management abilities, as demonstrated through previous experience of successful team leadership.
7. Strong knowledge of project management concepts such as stage gate reviews, budget, schedule, earned value, contingency, risk management, engineering change processes and document control.

## **Desirable:**

1. Understanding and experience of radio astronomy.
2. Experience in a scientific organisation and specifically with delivery of science facilities.
3. Australian Class ‘C’ driver’s licence (or equivalent).

**Special Requirements:**

The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

Candidates must be able and willing to undertake frequent travel, primarily to the observatory site in the Murchison Shire in Western Australia, as well as interstate and international travel as required.

**About CSIRO:**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO Astronomy and Space Science](https://www.csiro.au/en/Research/Astronomy) for more information.

CSIRO is a values-based organisation. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted