



# Position Description

## Technical Officer Crop Research

Gulbali Institute

Office of the Deputy Vice-Chancellor, Research

<b>Classification</b>	Level 5
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	May be required to work after hours or weekend Functional Assessment
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	July 2024



# About Charles Sturt University

## Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

## Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

## Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

## Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

## Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

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<b>Our Students</b>	<ul style="list-style-type: none"><li>• Commencing progress rate</li><li>• Student experience</li></ul>
<b>Our Research</b>	<ul style="list-style-type: none"><li>• Research income</li><li>• Research quality and impact</li></ul>
<b>Our People</b>	<ul style="list-style-type: none"><li>• Engagement</li><li>• All injury frequency rate</li></ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"><li>• Underlying operating result</li><li>• Community and partner sentiment</li></ul>

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## Office of the Deputy Vice-Chancellor, Research

The Office of the Deputy Vice-Chancellor, Research is responsible for leading Charles Sturt University's research agenda to enhance research impact, output and engagement. This includes research training, partnerships, innovation, and commercialisation. A key focus is the development and implementation of strategies in these areas that increase capability, quality and impact in accordance with the goals of the university. The portfolio also includes First Nations engagement, which is a key area of importance for Charles Sturt.

## Research Institutes

To deliver on the university goal of research excellence, the university has established three research institutes, all with a digital and regional focus:

1. Gulbali Institute
2. Rural Health Research Institute
3. Artificial Intelligence and Cyber Futures Research Institute.

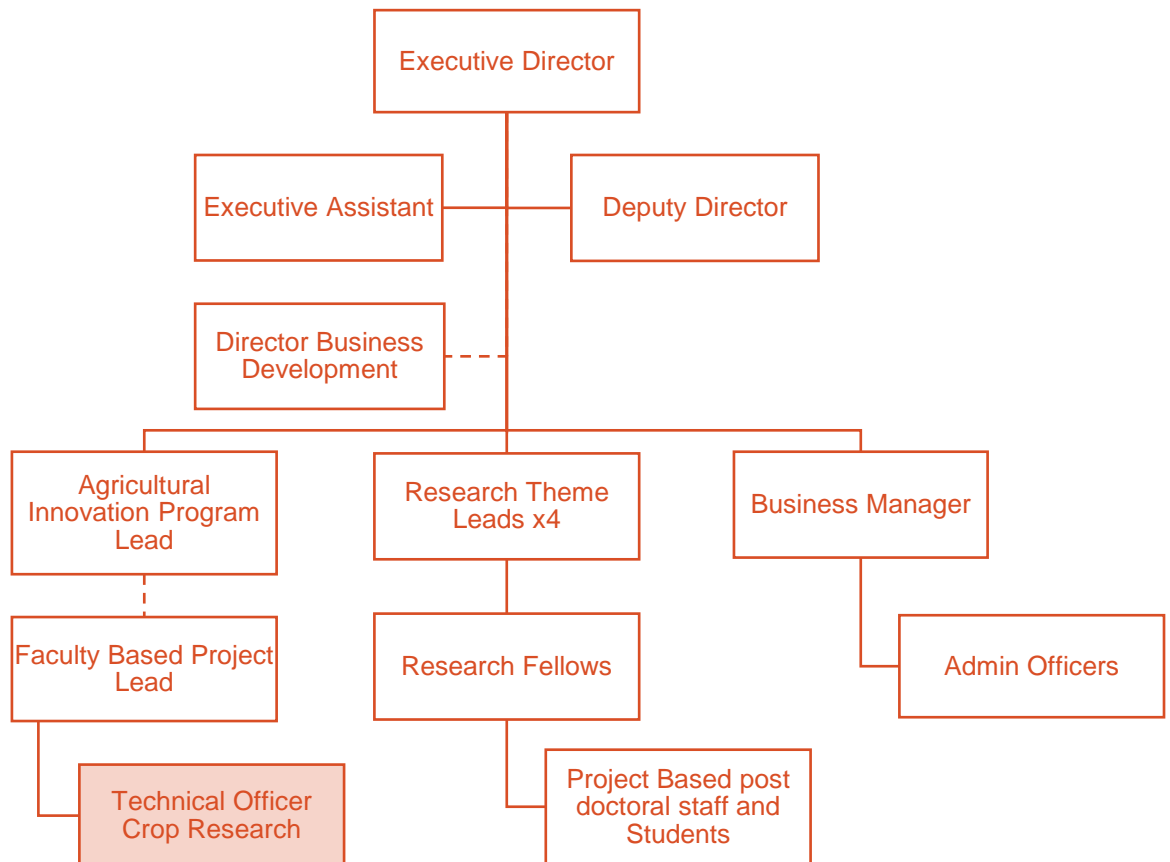
## Gulbali Institute – Agriculture, Water and the Environment

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact. We collaborate with our partners on research with global impact. Charles Sturt's research in Agriculture, Water and the Environment (AWE) has been targeted for strategic investment, with the University committed to driving research which has impact across Australia and globally.

The key pillar of this strategic investment in AWE research is the establishment of the [Gulbali Institute](#). The Gulbali Institute will create integrated AWE research which is grounded in our footprint across the Murray-Darling Basin. The Gulbali Institute will focus on our research strengths in the areas of optimising farm systems for performance and sustainability; and enhancing the health and resilience of freshwater ecosystems. But we also recognise that it is important to recognise that Country is not just about land 'environment' it also includes social and spiritual aspects that influence the mind and the body.

The Institute brings together multidisciplinary research teams, enabling a holistic approach to research that provides solutions that are comprehensive, authoritative, and reflective of our economic, natural and social aspirations. The Institute will focus on research that addresses major national challenges and government, industry, and community strategic imperatives. Our multidisciplinary approach together with the application of an innovation framework, will lead to the translation of research into viable industry partnerships.

## Organisational chart – Gulbali Institute



### Reporting relationship

**This position reports to:** Senior Lecturer, SAEVS

**This position supervises:** Casual staff

### Key working relationships

- Charles Sturt University research team members (School of Agricultural, Environment and Veterinary Sciences, Gulbali Institute).
- Research project collaborators (CSIRO, NSW Department of Primary Industries, South Australian Research and Development Institute, Department of Primary Industries and Regional Development)



## Position overview

The successful candidate will be responsible for managing and assisting research activities as part of a collaborative arrangement between Charles Sturt University and CSIRO for a national GRDC project 'Determining the effect of wheat morphological and anatomical traits on frost susceptibility of wheat'. The project brings together a multidisciplinary team of research expertise in crop physiology and genetics as a consortium to deliver improved outcomes to industry.

The Technical Officer will assist with the operation and management of field experiments, glasshouse, and plant-growth chambers facilities at Charles Sturt University.

## Principal responsibilities

- Collection, analysis and accurate recording of experimental measurements and data, such as monitoring phenology, crop growth parameters, frost observations and assist in the collection of specialised detailed plant samples in both field and controlled environment conditions.
- Implementation of field experiments, including operation of key field equipment (e.g. tractor, gps, sprayer) and specific scientific instruments.
- Oversee the development of experimental protocols and advise on safety aspects, time constraints and budget considerations.
- Liaise with project team members from other collaborating organisations to coordinate the implementation of experiments and data collection.
- Co-ordinate casual staff tasks and assist other professional/general staff as required.
- Operate standard word processing and data handling software to perform data management, basic statistical analyses, and data presentation.
- Other duties appropriate to the classification as required.

## Role-specific capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#) identified as essential or critical for success in this role.

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### Take action

Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects).

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### Apply expertise and technology

Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.

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### Present and communicate information

Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.

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**Learn and research**

Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning

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**Plan and organise**

Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

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**Follow instructions and procedures**

Follow procedures and instructions, time keep, show commitment, keep to safety and legal guidelines.

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## Physical capabilities

The incumbent may be required to perform the following.

- This position may involve work under harsh conditions in the field within the terms of the University's policy of thermal comfort available at <http://www.csu.edu.au/division/hr/health-safety-wellbeing/risk-management>
- This position will involve regular travel by motor vehicle over long distances within the terms of the University's Driving Hours Policy available at <http://www.csu.edu.au/division/hr/health-safety-wellbeing/ohs-management-system>
- Consideration should also be given to regular computer-based activities in line with the University's risk management on office and workstation ergonomics available at <http://www.csu.edu.au/division/hr/health-safety-wellbeing/risk-management>



## Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

### Essential

- A. Completion of a degree without subsequent relevant work experience as a graduate upon appointment; or completion of an associate diploma with at least 2 years' subsequent relevant work experience; or completion of a certificate or a post-trade certificate and extensive subsequent relevant experience; or an equivalent level of knowledge gained through any other combination of education, training and/or experience.
- B. Demonstrated experience and understanding in conducting agricultural research in field, plant growth chambers and glasshouse settings relevant to the principal responsibilities.
- C. Excellent time management skills, with a demonstrated ability to respond to changing priorities, manage multiple tasks and meet competing deadlines by using judgement and initiative.
- D. Demonstrated skills in record keeping and management of large data sets, including experience and proficiency in the use of Microsoft Office suite of programs (e.g. Word, Excel and Outlook) and the ability to acquire skills in the application of technology to achieve work objectives.
- E. Current NSW Driver's Licence.

### Desirable

- F. Current First Aid certificate.
- G. Current pesticide application certificate.



Brisbane

## New South Wales

Dubbo

Port Macquarie

Orange

Bathurst

Goulburn  
NSW Police Academy

Sydney

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta  
Regional Study Centre

## Victoria

Melbourne

● - Capital city ● - Campus location

