

Project Manager - Infrastructure

Contracts

Job Location

Perth, Australia

Area / Department

Project Management

Contract Type

Fixed Term Contract

Salary

AUD 150,000 - 180,000 depending on experience, with excellent benefits

Closing Date

26/05/2023

Ref No

10249

At the SKAO we are coordinating a global effort to deliver one of the largest science facilities on the planet. The SKAO telescopes will be next-generation instruments that will help to answer key questions in astrophysics, drive technological innovation and support human capital development.

More than a dozen partner countries and over a thousand scientists and engineers around the world are already on board, making the SKA project an international collaboration like no other, and one of the most ambitious science and engineering endeavours of the 21st century.

Headquartered in the UK, with telescope sites in Australia and South Africa, the SKAO will be one observatory operating two telescopes, an endeavour spanning three continents. Multinational by design, in early 2021 the SKAO became an intergovernmental organisation, one of only a select handful of science infrastructures to do so worldwide.

Construction activities for the SKAO's telescopes in Australia and South Africa started in 2021, along with a ramping up of SKAO staff in both countries. It is expected that the transition from the Construction Phase to the Operations Phase will happen around 2028.

SKAO Operations in South Africa will be conducted in partnership with the South African Radio Astronomy Observatory (SARAO). SKAO Operations in Australia will be conducted in partnership with the Commonwealth Scientific and Industrial Research Organisation

(CSIRO). The Observatory will also partner closely with a global network of SKA Regional Centres through which astronomers will access science data products and a suite of tools and resources to further analyse the SKA telescopes' data.

For more information on the SKA project visit <https://www.skao.int/>

The SKA Observatory offers a competitive salary and a generous pension and benefits package. As an employee of an intergovernmental organisation, an appointee who is not a national of the country in which the role is based may be subject to personal Privileges and Immunities.

An amazing opportunity for a Project Manager with experience in delivering infrastructure contracts to join an international organisation and manage the procurement and delivery of infrastructure contracts for the next generation of radio telescopes.

The Role

During the construction phase, the Project Managers procure and deliver their assigned parts of the SKA-Low Telescope facilities by managing a portfolio of contracts and work packages. The Project Managers form the primary managerial link between SKAO as the client and the selected contractors, and are responsible for delivery of their scope within the agreed budget and schedule, managing change, risks and issues, and performing regular reporting and variance analysis.

The Project Manager - Infrastructure Contracts will lead and co-ordinate efforts across the matrix organisation to advise and support the contractors engaged in the delivery of their assigned contracts whilst ensuring that the deliverables from these contracts and the work of the internal team are integrated into the project level tools and systems.

This role is known internally as SKA-Low Infrastructure Contracts Project Manager and will be reporting to the SKA-Low Senior Project Manager. They will also work with other project managers, the project control team, engineers, procurement specialists, assurance and operations staff.

This role will be a 3-year fixed term appointment and will be based in Perth, Australia, with travel required to suppliers and SKAO sites (typically 1-2 times per year for international travel and monthly for local travel).

SKAO is committed to providing an inclusive and flexible working environment, meeting the requests of our Colleagues whilst also fulfilling the needs and objectives of the Observatory.

We encourage applications from under-represented groups such as women and individuals with disabilities, as well as open conversations during the recruitment process in relation to any specific requirements.

There may be occasions where this role requires the post holder to work across different time zones and, in line with SKAO policy, flexible working hours will be supported in agreement with the line manager.

Key Responsibilities, Accountabilities and Duties

- Manage the delivery of a portfolio of infrastructure contracts and work packages for the SKA-Low Telescope, complying with relevant legislation, policies and frameworks. Manage the portfolio through to successful completion, forming a link between SKAO and the contractors.
- Where contracts are not yet awarded, conduct rigorous tender, evaluation and selection processes, complying with organisational policies to select suppliers which best meet the resource requirements of the project and organisation.
- Manage an effective governance and control environment to ensure the direction of travel in the contract portfolio is aligned to the business case and corrective actions are implemented as appropriate in accordance with the terms of the contracts.
- Manage a medium sized team within the matrix, with multiple activities overseen and integrated. Coach more junior colleagues and influence both internal and external stakeholders to achieve better outcomes for the project.
- Assess safety, environmental, reputational and financial risks associated with the portfolio, recommend corrective actions and report to senior management in order to ensure risks are understood and appropriate action is taken.
- Review and interpret programme and project management related functional policies or processes, develop and recommend changes and provide advice to colleagues to ensure their effective implementation.
- Build good working relationships with internal and external stakeholders to gain buy-in, deliver assigned parts to the project and support effective collaboration.

Mandatory Knowledge, Skills and Experience

- University degree in project management or engineering, or equivalent experience.
- Professional project or programme management training or qualification, with deep understanding of the theoretical principles which apply to project and programme management.
- Experience of delivering contracts through to completion, either as client or contractor, within a large/complex project or programme.
- Experience of managing in-life contract processes including reporting, payment assessments, changes/variations, defects and risks.

- Experience in dealing with construction contracts.
- Knowledge of the technical specialisms being managed (civils, fibre networks, electrical installations).
- Ability to monitor, plan and manage within an agreed budget and schedule, producing reports and analysis.
- Ability to provide team leadership for a multicultural, geographically dispersed team.
- Good communication skills with the ability to influence behaviours of internal and external stakeholders at all seniority levels.
- Flexible team player who is adaptable to change.
- Ability and willingness to travel nationally and internationally as required.

Desirable Knowledge, Skills and Experience

- Experience in large-scale infrastructure projects.
- Experience in managing delivery in multi-disciplinary, multi-national projects.
- Experience in using CEMAR and/or other contract management tools as well as configuration management.
- Industry experience and/or a track record in successful collaboration with industry.
- Experience in NEC4 contracting.

Equality Diversity and Inclusion Statement

SKA Observatory recognises that our diversity is a strength. We aim to create a welcoming and inclusive environment where everyone feels they belong, and diverse perspectives and ideas thrive. As such, Equality, Diversity, and Inclusion are at the core of SKA Observatory's agenda.

Our aim is to recruit and retain the most talented individuals, regardless of gender, race, disability, age, sexual orientation, marital status, religion, nationality or background.

Women have traditionally been under-represented in the fields of science and engineering; SKA Observatory welcomes and encourages female applicants.

Where applicants with a disability need facilities or adjustments to enable them to participate in the recruitment process, these will be provided.

SKA Observatory welcome all candidates, especially those from member countries.

The "How to Apply" information contained within the SKA Observatory recruitment portal provides more detail regarding our application and selection approach.

HR Manager

Job Location

Cape Town, South Africa

Area / Department

Business Support

Contract Type

Permanent

Salary

Circa ZAR 1,300,000 total cost plus group income protection insurance, life assurance, unemployment insurance fund and other required statutory contributions

Closing Date

09/06/2023

Ref No

10243

At the SKAO we are coordinating a global effort to deliver one of the largest science facilities on the planet. The SKAO telescopes will be next-generation instruments that will help to answer key questions in astrophysics, drive technological innovation and support human capital development.

More than a dozen partner countries and over a thousand scientists and engineers around the world are already on board, making the SKA project an international collaboration like no other, and one of the most ambitious science and engineering endeavours of the 21st century.

Headquartered in the UK, with telescope sites in Australia and South Africa, the SKAO will be one observatory operating two telescopes, an endeavour spanning three continents. Multinational by design, in early 2021 the SKAO became an intergovernmental organisation, one of only a select handful of science infrastructures to do so worldwide.

Construction activities for the SKAO's telescopes in Australia and South Africa started in 2021, along with a ramping up of SKAO staff in both countries. It is expected that the transition from the Construction Phase to the Operations Phase will happen around 2028.

SKAO Operations in South Africa will be conducted in partnership with the South African Radio Astronomy Observatory (SARAO). SKAO Operations in Australia will be conducted in partnership with the Commonwealth Scientific and Industrial Research Organisation

(CSIRO). The Observatory will also partner closely with a global network of SKA Regional Centres through which astronomers will access science data products and a suite of tools and resources to further analyse the SKA telescopes' data.

For more information on the SKA project visit <https://www.skao.int/>

The SKA Observatory offers a competitive salary and a generous pension and benefits package. As an employee of an intergovernmental organisation, an appointee who is not a national of the country in which the role is based may be subject to personal Privileges and Immunities.

An amazing opportunity for an experienced HR Manager to join an international, multicultural organisation.

The Role

Following the establishment of the SKAO as an Intergovernmental Organisation and the more recent creation of local offices in South Africa, there is a requirement for an HR Manager to work collaboratively with HR colleagues both locally and globally to deliver the SKAO HR strategy in line with local needs.

We are looking for an experienced HR professional who understands business needs and translates expertise into relevant HR policy, talent, capability, organisational design, reward, employee relations and HR project delivery. The HR Manager will operate within a matrix reporting structure: they will be line managed by the Telescope Director, but will have a dotted line to SKAO's Director of HR and be part of the local Business Enabling team.

SKAO is collaborating with SARAQ, the South African Radio Astronomy Observatory, to operate the SKA-Mid Telescope and the teams will operate out of our Science Operations Centre in Cape Town. The HR Manager will be expected to work closely and effectively with the SARAQ HR team to deliver joined up solutions whilst embedding one SKAO culture and team environment.

This role will be based in Cape Town and will require occasional domestic travel to Carnarvon in the Karoo and possibly international travel to the global headquarters in the UK.

SKAO is committed to providing an inclusive and flexible working environment, meeting the requests of our Colleagues whilst also fulfilling the needs and objectives of the Observatory.

We encourage applications from under-represented groups such as women and individuals with disabilities, as well as open conversations during the recruitment process in relation to any specific requirements.

There may be occasions where this role requires the post holder to work across different time zones and, in line with SKAO policy, flexible working hours will be supported in agreement with the line manager.

Key Responsibilities, Accountabilities and Duties

- Understand business needs and translate SKAO strategy and requirements into the People plan.
- Provide strategic local policy expertise, leading the implementation of SKAO HR policies, processes and procedures across the full HR lifecycle in South Africa.
- Work closely with global colleagues to support and implement local personal privileges and immunities associated with the organisation's IGO status.
- Be a proactive participant on applicable leadership teams, advising on people matters.
- Support senior leaders to deliver the SKAO people strategy and objectives, monitor the impact of business decisions on people and support the development of the desired employer brand and culture.
- Embed and manage the SKAO Career Framework and Pay Structure locally.
- Work closely with Finance to deliver the local payroll.
- Analyse, interpret and act on information and themes developed from strategic reports provided by subject matter experts and shared services teams.
- Work with the global HR team to maintain a progressive rewards and benefits approach that meets the needs of the SKAO, whilst allowing us to attract and retain the skills we need locally.
- Lead the local SKAO Equality and Diversity agenda in line with the global plan. This includes supporting the development of the global SKAO employment brand to attract diverse global talent and contributing to equal pay reviews to ensure pay implementation is free from bias.
- Manage local employee relations and staff engagement, working closely with HR colleagues to build one SKAO team ethos.
- Lead on HR project activity in line with agreed priorities, including supporting recruitment, induction, capability development and partner staff activity.
- Monitor impact of business decisions on people and support the development of desired brand and culture.
- Support and work closely with partner HR colleagues in the delivery of wider SKAO HR objectives including in relation to partner-employed staff working in the SKA collaboration.
- Be the local process owner for ERP implementation to ensure all associated HR process are appropriately aligned.

Mandatory Knowledge, Skills and Experience

- Tertiary qualifications in human resource management, organisational development or business management (or an equivalent qualification).
- Experience of providing generalist and strategic HR advice on a range of complex HR, organisational and employee relations issues across the employment lifecycle that is consistent, accurate and considered.
- Demonstrated ability to influence, advise and support leaders and stakeholders on a range of complex HR, organisational and employee relations issues.
- Demonstrated ability to lead conversations with senior stakeholders to articulate business needs and develop an appropriate strategic response.
- Demonstrated understanding of the drivers of staff engagement and experience of successfully developing an environment with positive employee relations and inclusive culture.
- Superior written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for contentious proposals/ideas.
- Deep awareness of the local factors influencing effective HR policy and process, including an understanding of local labour law, knowledge of custom and practice, and the broader employment environment.
- Be a proactive professional, demonstrating respectful behaviours and attitudes, working in a collaborative environment with a diverse team.

Desirable Knowledge, Skills and Experience

- Experience working with a geographically dispersed team, building a strong and inclusive team culture across sites.
- Knowledge of intergovernmental organisations, with an understanding the impact of privileges and immunities on the reward and policy landscape.
- Knowledge and/or experience of implementing ERP systems.
- Experience of developing and managing the implementation of progressive reward frameworks, including job evaluation.
- Knowledge of the requirements of in-country payroll.

Equality Diversity and Inclusion Statement

SKA Observatory recognises that our diversity is a strength. We aim to create a welcoming and inclusive environment where everyone feels they belong, and diverse perspectives and ideas thrive. As such, Equality, Diversity, and Inclusion are at the core of SKA Observatory's agenda.

Our aim is to recruit and retain the most talented individuals, regardless of gender, race, disability, age, sexual orientation, marital status, religion, nationality or background.

Women have traditionally been under-represented in the fields of science and engineering; SKA Observatory welcomes and encourages female applicants.

Where applicants with a disability need facilities or adjustments to enable them to participate in the recruitment process, these will be provided.

SKA Observatory welcome all candidates, especially those from member countries.

The "How to Apply" information contained within the SKA Observatory recruitment portal provides more detail regarding our application and selection approach.

Operations Scientist

Job Location

Cheshire, UK (Head Office)

Area / Department

Telescope Operations

Contract Type

Permanent

Salary

GBP 55,000 - 65,000 depending on experience, with excellent benefits

Closing Date

23/06/2023

Ref No

10250

At the SKAO we are coordinating a global effort to deliver one of the largest science facilities on the planet. The SKAO telescopes will be next-generation instruments that will help to answer key questions in astrophysics, drive technological innovation and support human capital development.

More than a dozen partner countries and over a thousand scientists and engineers around the world are already on board, making the SKA project an international collaboration like no other, and one of the most ambitious science and engineering endeavours of the 21st century.

Headquartered in the UK, with telescope sites in Australia and South Africa, the SKAO will be one observatory operating two telescopes, an endeavour spanning three continents. Multinational by design, in early 2021 the SKAO became an intergovernmental organisation, one of only a select handful of science infrastructures to do so worldwide.

Our Global HQ is located near the buzzing city of Manchester at the historic Jodrell Bank Observatory, a UNESCO World Heritage site located in the Cheshire countryside. It is home to a rapidly expanding international team of more than a hundred, working in a highly collaborative and inclusive way, in coordination with SKAO teams in Australia and South Africa as part of a global astronomy and engineering community.

Being part of Team SKA means contributing to something extraordinary: a uniquely exciting project to advance human knowledge that will last for decades. In return, we offer a diverse multicultural working environment, 30 days annual leave plus public holidays, a generous pension scheme, visa and support with relocation (if applicable), regular social events, a family-friendly environment and much more. Come and join us!

An ideal role for a talented and motivated radio astronomer with Observatory experience who will contribute to the operational planning and commissioning of the world's largest radio telescope.

The Role

The Operations Scientist will support the planning for the operations of the SKAO and will bring broad operational and scientific experience within the full range of activities required to run a successful radio observatory. This includes knowledge of the telescope systems, data processing and analysis, as well as experience serving a diverse and distributed user community.

The successful candidate will draw on their experience, expertise within their established networks and the broader astronomical community to inform the detailed SKAO operational plan and policies. They will also be required to support the planning and execution of scientific commissioning and verification for the SKA Observatory.

The successful candidate will have good organisational, communication and collaborative skills.

SKAO is committed to providing an inclusive and flexible working environment, meeting the requests of our Colleagues whilst also fulfilling the needs and objectives of the Observatory.

We encourage applications from under-represented groups such as women and individuals with disabilities, as well as open conversations during the recruitment process in relation to any specific requirements.

There may be occasions where this role requires the post holder to work across different time zones and, in line with SKAO policy, flexible working hours will be supported in agreement with the line manager.

Key Responsibilities, Accountabilities and Duties

Under the direction of the SKAO Head of Science Operations, the successful candidate will support the future science operations of the SKA Observatory by:

- Supporting the development and continual refinement of the science operational model for the SKA telescopes.
- Ensuring consistency between the SKA System Level requirements with those needed for the successful future operation of the SKA telescopes.
- Contributing to commissioning and science verification, including the development of plans, requirements for early array releases and test procedures.
- Supporting the development of software needed to operate the SKA telescopes or necessary for the SKAO user community.
- Effectively collaborating with SKAO staff across the three sites (with possible occasional travel to the SKA telescope sites in Australia and/or South Africa).
- Optionally undertaking a programme of personal research up to 25% of employed hours.
- Undertaking other duties as directed by the Head of Science Operations.

Mandatory Knowledge, Skills and Experience

- University PhD degree in Astronomy, Physics, Engineering, or another closely related and relevant field, or equivalent experience.
- Experience in radio astronomy techniques including in the acquisition, reduction and analysis of astronomical data.
- Experience with the operation of astronomical observatories.
- Experience working with a diverse and globally distributed telescope user community and providing appropriate user support.
- Effective oral and written communication skills in English.
- Be a flexible team player who is adaptable to change.

Desirable Knowledge, Skills and Experience

- Experience in commissioning or verifying radio astronomy instrumentation (or similar).
- Experience in time domain astronomy.

- Experience working in large collaborative projects.
- Experience in understanding and articulating the needs of a user (e.g. radio astronomer) to inform the development of requirements (e.g. through a series of use cases) and/or operational policies.
- Ability to work effectively with engineers and scientists from a variety of cultures and influence people in widely differing parts of a complex organisation.
- Awareness of equitable practices, including accessibility, to facilitate the broadest possible access to the Observatory from the scientific user community.

Equality Diversity and Inclusion Statement

SKA Observatory recognises that our diversity is a strength. We aim to create a welcoming and inclusive environment where everyone feels they belong, and diverse perspectives and ideas thrive. As such, Equality, Diversity, and Inclusion are at the core of SKA Observatory's agenda.

Our aim is to recruit and retain the most talented individuals, regardless of gender, race, disability, age, sexual orientation, marital status, religion, nationality or background.

Women have traditionally been under-represented in the fields of science and engineering; SKA Observatory welcomes and encourages female applicants.

Where applicants with a disability need facilities or adjustments to enable them to participate in the recruitment process, these will be provided.

SKA Observatory welcome all candidates, especially those from member countries.

The "How to Apply" information contained within the SKA Observatory recruitment portal provides more detail regarding our application and selection approach.