



Australian Telescope National Facility

Staff and hiring process updates

Greg Dowling
October 2023

Image: Greg Dowling, August 2023, ASKAP





ATNF Demographics

The following data:

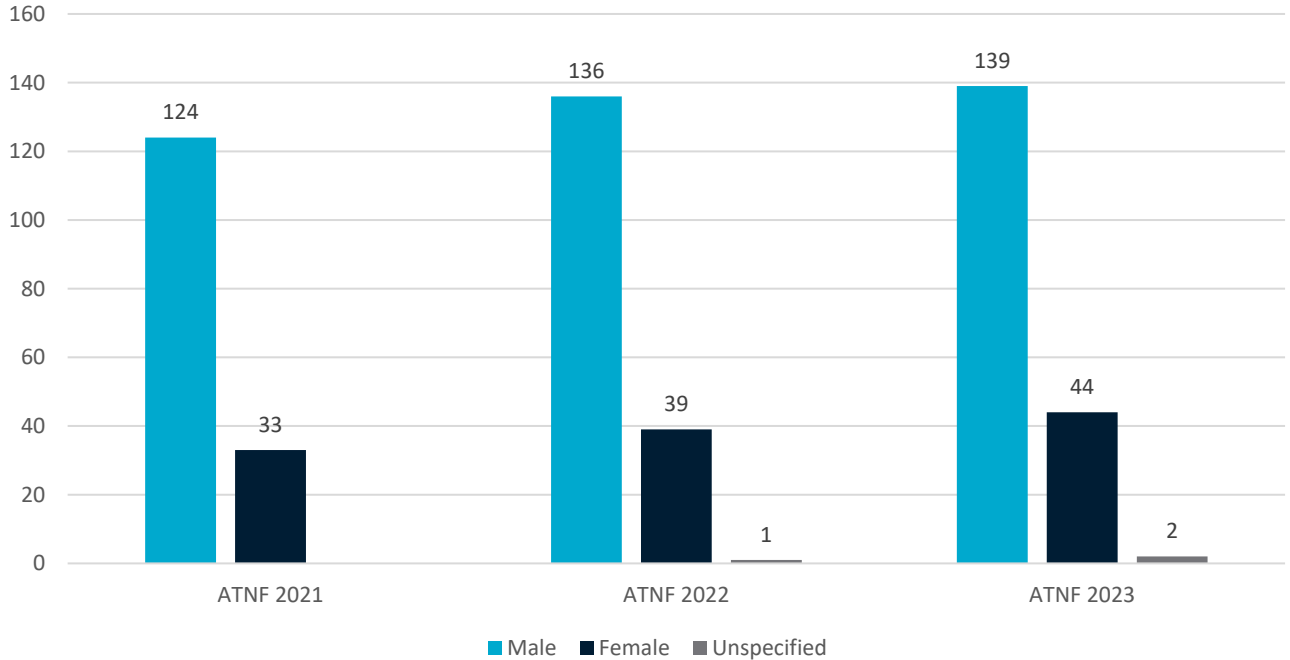
- Relates to the three core ATNF programs:
 - Technologies for Radio Astronomy.
 - ATNF Operations.
 - ATNF Science.
- Only includes term and indefinite staff.
- Does not include values that may identify individuals (numbers).
- Is extracted as at 30 June



ATNF Gender Profile

Includes Term and Indefinite staff from: Technologies for Radio Astronomy, ATNF Operations and ATNF Science

ATNF Gender Profile as at 30 June (Term & Indefinite only)

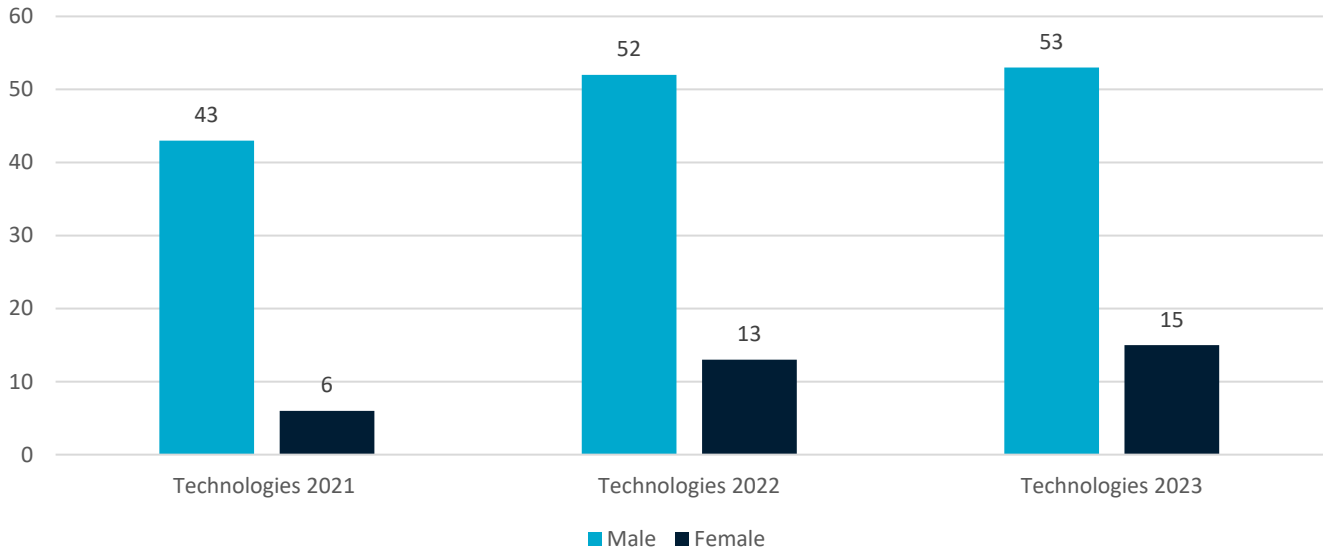




ATNF Program Gender Profiles

Technologies Program

Technologies Program Gender Profile as at 30 June (Term & Indefinite only)

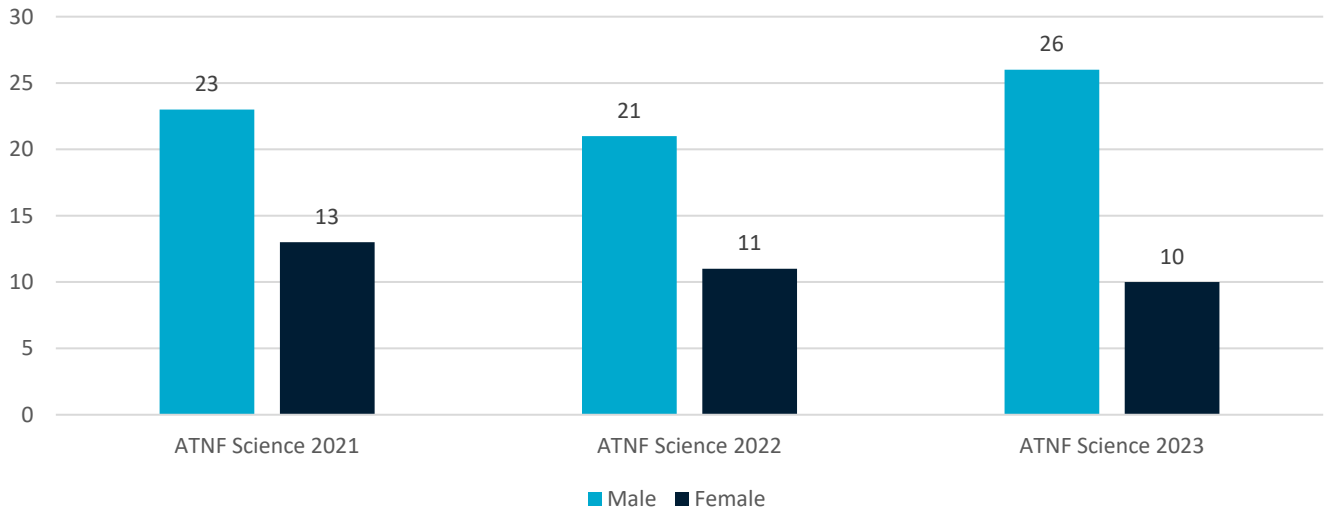




ATNF Program Gender Profiles

Science Program

ATNF Science Program Gender Profile as at 30 June (Term & Indefinite only)

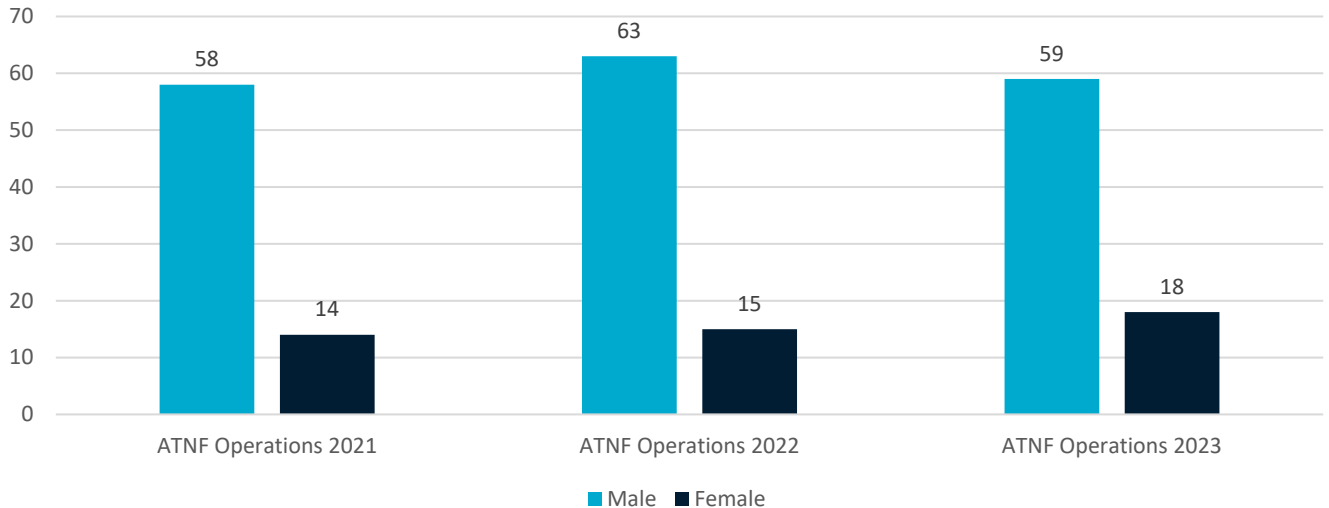




ATNF Program Gender Profiles

Operations Program

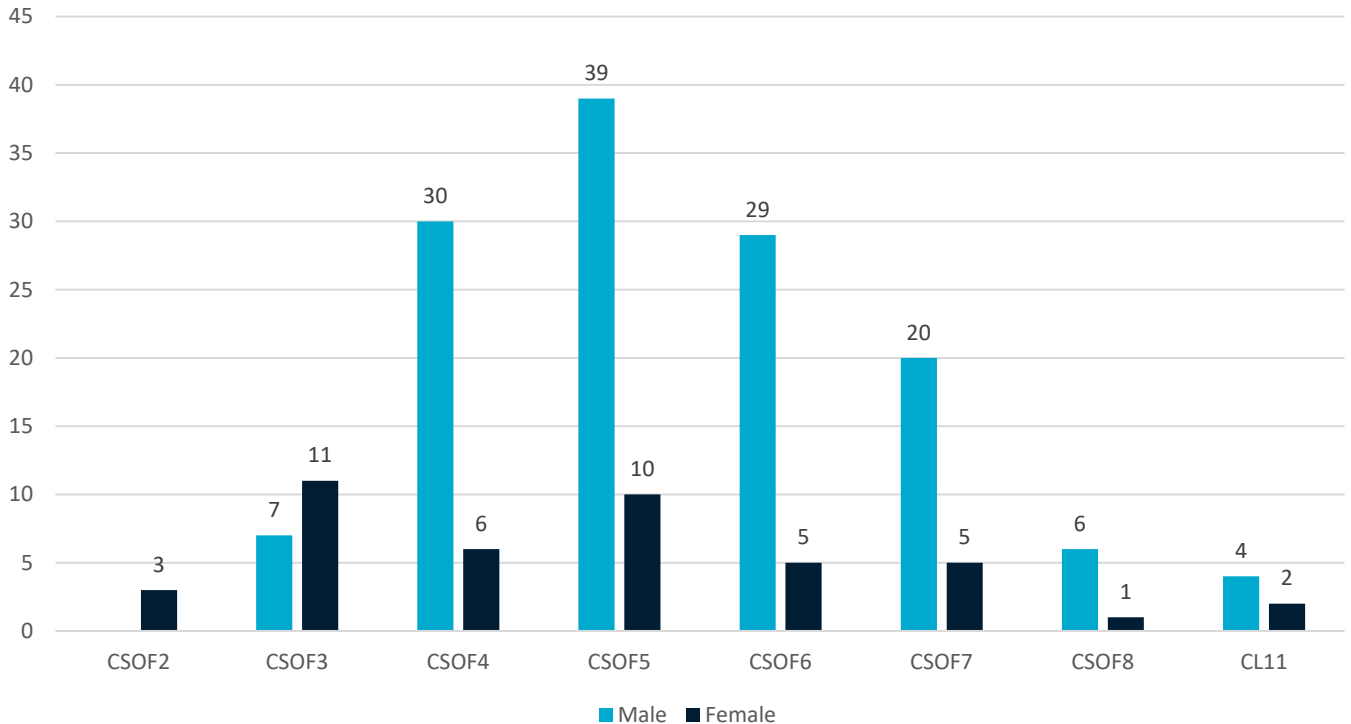
ATNF Operations Program Gender Profile as at 30 June (Term & Indefinite only)





ATNF Gender/CSOF Level Comparison

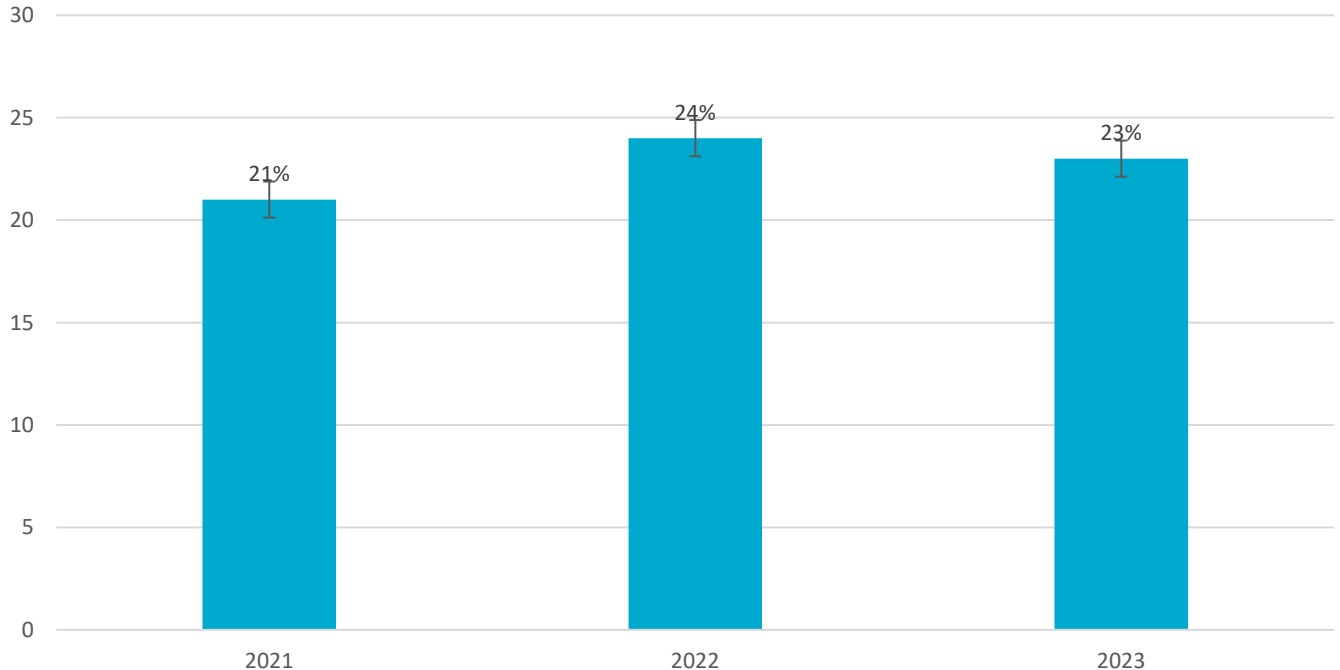
ATNF all staff Gender/CSOF Level Comparison as at 30 June 2023 (Term & Indefinite only)





ATNF Non English-Speaking Background

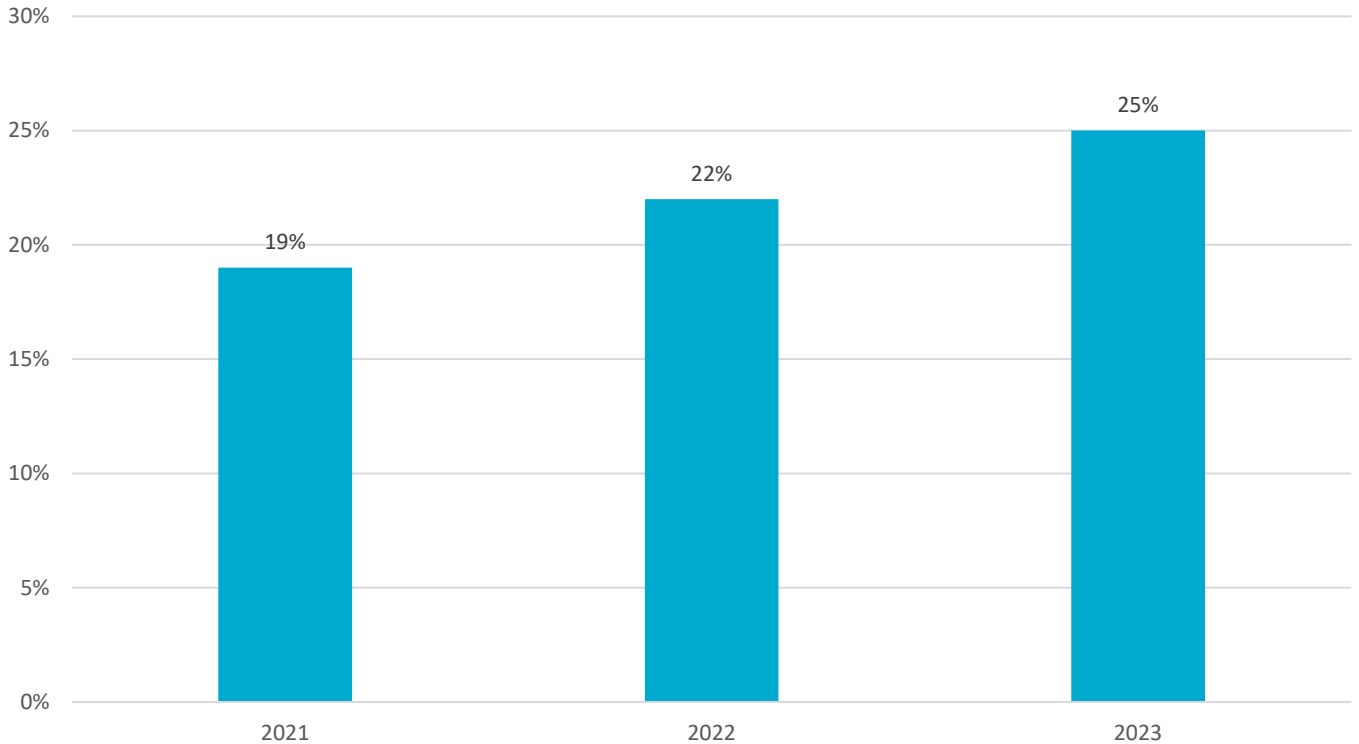
ATNF all staff Non English Speaking Background (NESB) Comparison as at 30 June 2023 (Term & Indefinite only)





ATNF % Term Staff

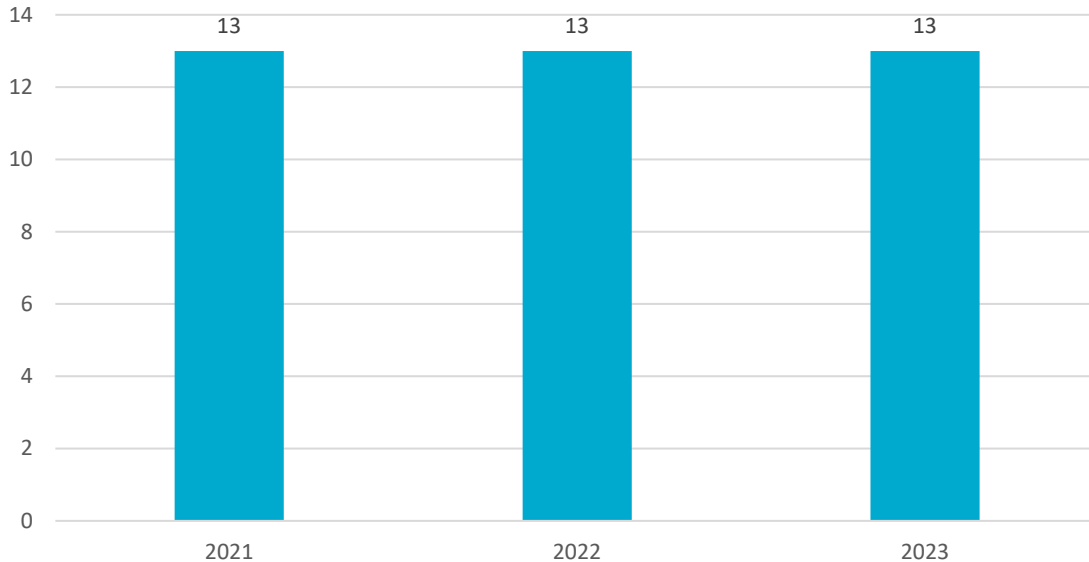
ATNF All Staff - % Term Staff as at 30 June





ATNF number of post docs

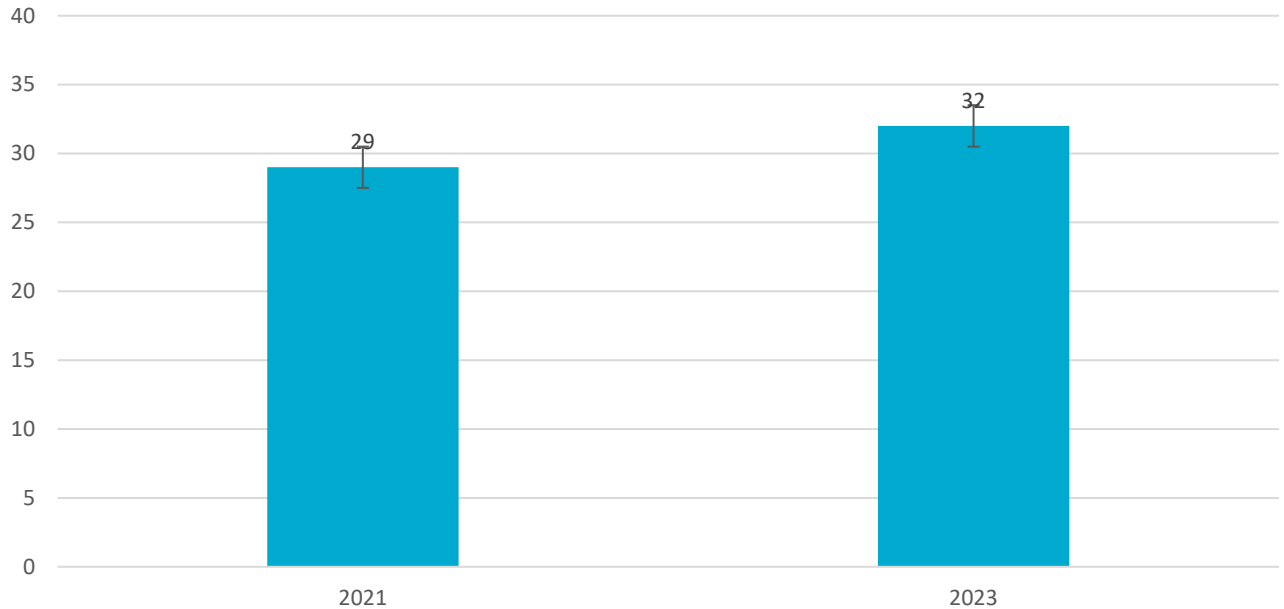
Number of Post docs engaged - as at 30 June





Aging workforce

ATNF All Staff - Aging workforce - % ATNF staff 55+ as at 30 June
(Term & Indefinite only)





Insights

1. Overall, the number of term and indefinite staff contributing to the ATNF has increased over the last 3 years.
2. The % of female employment in the ATNF has increased year on year, with some variance across programs – ongoing work required.
3. Generally, ATNF experiences low turnover. Seeking more opportunities to improve diversity. An example is looking to adopt hiring practices in line with SKA which have yielded positive results there.
4. Number of term staff increasing, could be high number of projects, number of post docs consistent.
5. Aging workforce ongoing challenge, 33% of workforce expected to retire in next 10 years.



Hiring Process Impacts

- Talent market
- Hiring manager competence
- HireRight
- Sanctions/Visa



Thank you!

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