# Position Details

## Technical Services- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Data Analyst |
| Job Reference | 78524 |
| Tenure | Indefinite or Specified Term of 24 months Full-time or Part Time |
| Salary Range | CSOF5 LevelAU$102,724 to AU$111,165 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra, Melbourne Preferred although willing to accept candidates in AEST timezones |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens Only
* Australian/New Zealand Citizens and Australian Permanent Residents Only
* All Candidates
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| Position reports to the | Martin Westgate |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Martin Westgate via email at martin.westgate@csiro.au or phone +61 0()422 522 494 |
| 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 or call 1300 984 220. |

### Role Overview

* Do you want to apply your data skills to be part of science and research at CSIRO?
* Are you passionate about open-source software and open data?
* Supportive, rewarding, inclusive and truly flexible environment

We are offering an exciting data role working at CSIRO in biodiversity science, using modern open- source technology and collaborating with stakeholders all around the country and the world.

The Atlas of Living Australia (ALA) is Australia’s national biodiversity data aggregator providing biodiversity data and related products and services to over 75,000 users in research, government, industry and to the general public. Funded under the National Collaborative Research Infrastructure Strategy (NCRIS) and hosted by CSIRO, the ALA is the Australian node of the Global Biodiversity Information Facility (GBIF).

Our digital infrastructure is developed in-house to support research activities, government decision-making and community events. The ALA uses and produces open-source software and tools to aggregate Australian biodiversity data from a variety of providers and make it discoverable and reusable online. Our technology stack is reused by over 25 countries.

### Duties and Key Result Areas:

The ALA science and decision support team has a broad remit that includes development and maintenance of software for research applications; production of robust data workflows and assets; collaboration with external partners; and communicating the utility of ALA products and services to a range of stakeholders.

In this role, you will apply your understanding of data modelling, data integration and analysis, and standards to develop novel integrated data products at scale. You will be responsible for development of robust workflows and software packages that support the work of the science and decision support team, as well as key stakeholders, including the Integrated Marine Observing System, Terrestrial Ecosystem Research Network and the Department of Agriculture, Water and Environment. You will also be responsible for maintaining relationships with project leads and data teams within the ALA and its partner organisations.

Key tasks include:

* Develop integrated information products from the ALA and its partner organisations
* Develop standard methods to support biodiversity data integration workflows and modelling scenarios
* Develop and maintain software tools to support those workflows as required
* Develop effective metadata and documentation of integration workflows
* Develop effective relationships with the project leads and data analysts across the project partners
* Liaise with users and their communities/representatives regarding the delivery of services to meet their requirements.
* 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, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* 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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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:**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.

## **Selection Criteria**

Our preference is to hire a talented programmer with tertiary qualifications in Computer Science/Software Engineering, Quantitative Ecology, Science or another relevant field.

#### Essential

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

* Experience in data cleaning, transformation and analysis in a command-line environment (such as R or Python)
* Experience in using and working with APIs to harvest and publish data
* Experience in collaborative software development following best practice standards for code testing, style, and dependency management
* Demonstrated ability to work with independence and self-motivation within a team environment, drawing on excellent verbal and written communication skills

Desirable, but non-essential, criteria are:

* Knowledge of the R programming language, including skills in package development, Rmarkdown, and Shiny apps
* Experience working with standard web technologies (HTML, XML, CSS)
* Skills in effective visualisation of complex data
* Knowledge of standard data sources and formats for environmental applications
* Sound understanding of commonwealth environmental reporting frameworks and stakeholders

*We understand that marginalised groups, for example women, Indigenous People, People with disability and LGBTIQ People don’t tend to apply for these roles unless they very comfortably meet all of the criteria, and we recognise that there can be other things that make a candidate a great fit. If you’re enthusiastic about working in biodiversity science,  have strengths in just some of these areas and a willingness to learn fast, please get in touch.*

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!