# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Principal Research Scientist - Sustainability Transitions |
| Job Reference | 85968 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$141,949 - AU$157,055 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Eastern state preferable (Brisbane, Canberra) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Research Director – Sustainability Program |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Jody Bruce via email at Jody.Bruce@csiro.au |
| 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. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### Role Overview

### A key pillar in the CSIRO Agriculture and Food’s strategy is to invest in frontier science to drive innovation and impact. Sustainability transitions have been identified as a key area in which Agriculture and Food wants to grow its capability. We are seeking to appoint a Principal Research Scientist to lead research into this growing area of research, including:

### defining the science strategy to enable sustainability transitions towards social, economic, and environmental outcomes in regional and rural communities in Australia.

### be a key point of contact for external stakeholders and the wider innovation system.

### liaise internally and externally to garner the resources required to drive our research impact in sustainability transitions.

### assemble high performing multi-disciplinary capability from across CSIRO to deliver high impact outcomes.

### This role will collaborate broadly across CSIRO, engage with Mission research initiatives including Towards Net Zero Mission ([here](https://www.csiro.au/en/about/challenges-missions/Towards-net-zero)) and the Valuing Sustainability Future Science Platform ([here](https://research.csiro.au/vsfsp/)), to lead research into how to enable regional transitions to sustainable futures. The successful applicant will facilitate new and existing partnerships across private and public sectors to coordinate and evaluate applied research excellence. The research will accelerate regional transitions to low carbon futures, develop transition pathways to rapidly reduce greenhouse gas emissions, and enabling diverse social, economic and environmental outcomes. Spanning both applied and cutting-edge research and practice skills this role will embrace the complexity of real-world to navigate and negotiate positive outcomes with diverse stakeholders.

### Within CSIRO the role of Research Scientist/Engineer is to conduct innovative research to address specific industry or community problems that are aligned with our strategic direction. The Research Scientist/Engineer will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

### Duties and Key Result Areas

* Lead a portfolio of research driving high impact outcomes in sustainability transitions in regional and rural communities in Australia.
* Build strategic relationships with industry, government, and academic stakeholders to deliver research that underpins CSIRO Agriculture and Food strategy and contribute to a national innovation ecosystem.
* Lead, develop, and manage staffing capability to ensure that research and innovation activities align with strategy, and are conducted professionally and efficiently to high scientific standards.
* Supervise and mentor early career researchers, coordinating their activities across multiple business units and portfolios of work within CSIRO.
* Act as a trusted advisor within CSIRO and externally on matters related to agri-food systems and their transition to a sustainable, low emissions, future.
* Communicate research results to clients and the scientific community through oral and written reports.
* Communicate openly, effectively, and respectfully with all staff, partners, 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’s scientific objectives.
* Contribute to organisation change through taking a proactive role in mentoring and supervision or early career researchers, capacity building, and organisational strategy development and implementation.
* 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.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed. To allow assessment of your application, please address each selection criteria with a short paragraph in your cover letter demonstrating your research experiences and achievements.*

## A PhD (or an equivalent combination of qualifications and research experience) in a relevant field of innovation studies, geography, applied economics, or social science ideally with a focus on change, transition, or transformation processes.

## Demonstrated ability to undertake original, creative and impactful research in areas related to societal, industry and/or economic transitions with evidence of publication and adoption of research.

## Demonstrated ability to catalyse and lead collaborative research activities that include diverse stakeholders and disciplinary skills.

## Excellent, high level oral and written communication skills, including ability to facilitate and lead group processes and develop strategic and practical pathways with groups.

## A willingness to travel on short trips to other locations in Australia, and region, as part of project development and delivery.

## A current driver’s licence.

## **Desirable**

## Knowledge of international literature on innovation for sustainable transitions.

## Research experience in agri-food and/or regional transitions

## Experience in establishing governance structures for collaborative initiatives.

## Experience in establishing monitoring and evaluation systems to track socio-economic projects.

## **Required Competencies**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious proposals/ideas.
* **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, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

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. Visit [CSIRO Online](http://www.csiro.au/) and [Agriculture and Food](https://www.csiro.au/en/about/people/business-units/Agriculture-and-Food?msclkid=0fc9886ad0d311ec8dde0afeb9d903dc) 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:

* People First
* Further Together
* Making it Real
* Trusted