# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Principal Research Scientist – Precision Fermentation for Food Ingredients and Products |
| Job Reference | 86047 |
| 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) | Canberra or Melbourne |
| 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 * All Candidates |
| Position reports to the | Traits or Food programs |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Steve Swain via email at steve.swain@csiro.au or phone +61 428 390 618, or Leif Lundin at [Leif.Lundin@csiro.au](mailto:Leif.Lundin@csiro.au) or phone +61 3 9731 3256 |
| 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 science translation to achieve positive outcomes for Australia. CSIRO has recently released a National Synthetic Biology Roadmap which identified the opportunity to through precision fermentation to produce food consumables. As a result, precision fermentation was identified as one priority R&D area in which Agriculture and Food wants to develop further capability. Precision fermentation is a technology that enables the programming of micro-organisms to produce complex organic molecules, such as proteins.

CSIRO Agriculture and food are seeking to appoint a Principal Research Scientist (PRS) to lead the area of precision fermentation. The role of the Research Scientist/Engineer is to lead a portfolio of innovative research and development projects that aim to grow the Australian agrifood industry and provide an additional pathway for securing the future food supply. Precision fermentation has been identified as a technology that has the potential to provide an additional way of manufacturing food ingredients and products to add value and ensure food security. Through collaboration with private and public partners, CSIRO´s precision fermentation strategy aims to translate and scale precision fermentation technologies, to develop new food ingredients and products.

CSIRO is looking for a dynamic, entrepreneurial scientist with a passion for collaboration across science disciplines to translate scientific findings into new commercial business opportunities. You are a self-motivated and passionate person with an interest in bringing scientific findings to market to make a difference in the world. You will be working with and leading multidisciplinary teams of enthusiastic science, business development, commercialisation and patent experts to set and direct research priorities, and establish industry and government relationships.

### Duties and Key Result Areas

* Lead a portfolio of projects in precision fermentation including identifying a credible route to impact and leading to multiple investment solutions
* Lead, build and manage growth in investment and impact delivery for the Australian and global Agrifood Industry through agrifood science and technology.
* Lead and supervise staff to ensure that research and innovation is conducted professionally, projects are delivered utilising agile delivery methods, completed within the agreed timeframes and budget
* Build strategic relationships with universities and research institutes to deliver research that underpins CSIRO Agriculture and Food strategy and contribute to a national innovation ecosystem
* Assist with the development and management of key infrastructure at the Werribee and Black Mountain sites
* Develop strategic relationships with industry and State and Federal Government Agencies supporting Australia’s food industry and food innovation
* Act as a trusted advisor, utilising knowledge of partner and client’s business and understanding of their underlying needs.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* 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.
* 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.*

1. A PhD (or an equivalent combination of qualifications and research experience) and at least five years experience of R&D in a commercial or equivalent environment in a relevant field related to the precision fermentation area.
2. Established reputation and credibility in leading relevant science and/or commercial development with evidence of effective world-class science, research and/or translation and innovation leadership.
3. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
4. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
5. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing, safety and foster creativity in inclusive and diverse multidisciplinary and locally dispersed teams across organizational structures of up to 20 staff.
6. Demonstrated ability to lead individual projects and broader R&D portfolios at scale and/or complexity and manage financial and project performance.

## **Desirable**

1. Experienced in precision fermentation for production of food ingredients.
2. Experience in fermentation process development and scale up.
3. Experience/exposure/involvement with SMEs or early start-up companies in the precision fermentation area.

## **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.

Include if relevant:

* The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/), [Future Protein Mission](https://www.csiro.au/Future-protein-mission) and [Agriculture and Food - CSIRO](https://www.csiro.au/en/about/people/business-units/Agriculture-and-Food) 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