# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants |
| Advertised Job Title | Principal Research Scientist - Sustainability Credentials & Standards |
| Job Reference | 86165 |
| 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
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| 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 Lynne Macdonald via email at lynne.macdonald@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 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 credentials and standards 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:

### driving new innovations to build accessible and trusted sustainability credentials that meet multiple emerging sustainability challenges across Australia’s agri-food sectors.

### be a key point of contact for external stakeholders in the private and public sectors and across the wider innovation system.

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

### assemble high performing multi-disciplinary capability from across CSIRO to deliver science impact that supports Australia’s agri-food sector demonstrate sustainable production and processing of food and fibre.

### This role will collaborate broadly across CSIRO, aligning research with Agriculture and Food’s Sustainability strategy ([here](https://www.csiro.au/en/work-with-us/industries/agriculture/Sustainable-food-and-agriculture-systems)) and across CSIROs Mission driven science areas ([here](https://www.csiro.au/en/about/challenges-missions)). The successful applicant will facilitate new and existing partnerships across private and public sectors to coordinate and evaluate applied research excellence and pathways towards transformative approaches to enable a sustainable agri-food sector. The role will provide high level science leadership and coordination to advance research strategies and impact in sustainability credentials and standards that enable environmental, social, and economic benefits and secure ongoing global market access.

### 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 in sustainability credentials and standards for Australian Agri-Food sector.
* 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.*

1. PhD or an equivalent industry or regulatory experience in a relevant field of sustainability studies, environmental science, life cycle assessment, applied economics, or social science with a focus on credentialling or accounting frameworks.
2. Demonstrated ability to undertake original and creative research in complex sustainability science to develop novel metrics, measures, or standards that meet the needs of private and public sectors.
3. Demonstrated ability to catalyse and lead and manage complex projects that include diverse stakeholders and disciplinary skills that blend qualitative and quantitative methodologies.
4. Excellent, high level oral and written communication skills, including ability to facilitate and lead group processes and develop strategic and practical pathways with groups.
5. A willingness to travel on short trips to other locations in Australia, and region, as part of project development and delivery.
6. A current driver’s licence.

**Desirable**

1. Knowledge of international market shifts and/or technology and data innovations, that will drive new innovations in sustainability credentials frameworks and their accessibility.
2. Research or industry experience in accounting systems or assessment frameworks relevant to agri-food production efficiencies and environmental footprints.
3. Experience in establishing governance structures for collaborative initiatives.
4. Experience in establishing and operationalising monitoring and evaluation systems to track sustainability outcomes including environmental, social, and economic indicators.

## **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:

1. 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/) 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