# Position Details

## Research Projects- CSOF4

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Senior Experimental Scientist |
| Job Reference | 90851 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$89,680 to AU$101,459 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Crawley, WA |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Team Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Damian Thomson via email at damian.thomson@csiro.au or phone +61 (08) 93336537 |
| 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 area 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

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Senior Experimental Scientist will join a multidisciplinary team of scientists that studies Australian marine ecosystems. The position will contribute to research that supports healthy marine ecosystems and the sustainable growth of the blue economy. The position will undertake statistical data analysis, sample processing, writing of scientific reports and manuscripts, code management and detailed planning, development, preparation and undertaking of field research. The position is based in Perth as part of the Environment Business Unit, within the Coastal Ecosystems and Modelling Team.

### Duties and Key Result Areas

* Work as a member of an inter-disciplinary team supporting a range of strategically important marine research projects.
* Analyse and manage large, multivariate datasets using programming languages such as R, SQL and/or Python
* Undertake complex image analysis tasks including the identification of tropical animals and plants from still photos and videos.
* Apply highly developed conceptual, analytical, and problem-solving skills to produce scientific publications and reports
* Lead fieldwork campaigns including the mastering of commercial vessels <12m in length and supervising scientific diving operations.
* Assist in the design, collection and post-processing of data to ensure data management and QA/QC requirements
* Work collaboratively with colleagues within the team, the business unit and across CSIRO
* Communicate effectively and respectfully with all staff, clients and stakeholders to enhance CSIRO’s reputation
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Relevant PhD in tropical marine science with substantial post-doctoral research experience in the field of marine science or equivalent relevant work experience in this field.
2. SCUBA diving qualifications (Part 1 Commercial Diver Restricted or equivalent) and significant experience in conducting research and scientific diving from small vessels demonstrated to a high level of competence.
3. Full Coxswains Certification.
4. Demonstrated ability to effectively and cooperatively work as part of a team while also showing the ability to work independently with minimal supervision.
5. Experience in or ability to deliver marine ecological fieldwork including knowledge of research methods used in the study of marine ecology.
6. Experience in analysing and managing large, multivariate datasets using programming languages such as R, SQL and/or Python.
7. The ability and willingness to contribute novel ideas and approaches and demonstrated sound problem-solving skills.

## **Desirable**

1. Forklift operator's licence.
2. Light rigid driver’s licence.
3. ADAS Part 1 Commercial Diver (unrestricted)

## **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:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **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:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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.

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.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
* This role has child safety obligations. Accordingly, the successful candidate will be required to obtain or provide evidence that they hold a working with children check prior to confirmation of appointment.

## **About CSIRO**

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

CSIRO is a values-based organisation.  In your application and at the interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

Find out more about CSIRO [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)

Find out more about CSIRO [Environment](https://my.csiro.au/OrgInfo/CSIRO-central/CSIRO-Environment)