# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Climate Research Scientist |
| Job Reference | 90903 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$105k - AU$114k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Hobart, Australia preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates (visa sponsorship may be provided to the successful candidate) |
| Position reports to the | Senior Research Scientist, Climate variability and hazards team |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact James Risbey via email at james.risbey@csiro.au or phone +61 3 6232 5086 |
| 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

The role of Research Scientist staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Climate Research Scientist 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.

This role provides an opportunity to lead research on climate hazards such as storms, heatwaves, bushfires, and drought, and utilise the research to better prepare for the impacts of climate hazards. The position requires an understanding of atmospheric dynamics with good analytical, statistical, and programming skills to develop and apply fit-for-purpose weather and climate hazard indices. The position will provide critical assessment of key climate risks for Australia. The position will conduct process-based evaluations of key climate hazards in observations and climate models. They will perform verification and assessment of hazard indices in climate forecast products, which in turn will guide how hazard products are provided to clients.

### Duties and Key Result Areas

* Work with colleagues in CSIRO and partner agencies to identify and define key weather and climate hazards needed for climate risk assessments
* Develop, lead and instigate research programs to better understand the causes and drivers of variability in key weather and climate hazards
* Provide leadership on the evaluation and verification of climate hazard indices in large ensemble climate simulations
* Develop and run workflows for the provision of fit-for-purpose climate hazard information for climate risk assessments
* Develop new hazard products for emerging weather and climate risk applications
* Assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Draw on professional expertise, knowledge of other disciplines and research experience to recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Participate in identification of further opportunities which arise from research and initiate new lines of research.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Provide supervision and coaching to students and technical staff.
* 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 research team 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 procedures and policy, 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. A PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as meteorology, climatology, mathematics, engineering, statistics, or physics.
2. Understanding of the drivers of climate variability and extremes, and weather and climate principles.
3. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
4. Ability and desire to work in a collaborative and team environment to advance the research
5. A demonstrated publication history of authorship on scientific papers in peer-reviewed journals and/or reports, grant applications or inventorship on patent applications.
6. Programming skills and experience, preferably in python, R, or matlab.
7. Solid writing and communication skills with the ability to present their research to diverse audiences.

## **Desirable**

1. Demonstrated ability to instigate and lead research
2. Ability to work with atmosphere and climate models
3. Experience working with large climate datasets
4. Experience evaluating climate processes and assessing weather and climate forecasts

## **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 responses 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 change.

Special Requirements

* 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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test- https://ielts.com.au/)

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) 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