# Position Details

## Research Projects- CSOF5 & CSOF6

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| The following information is for applicants |
| Advertised Job Title | Applied Northern Australia Regional Development Economist |
| Job Reference | 92141 |
| Tenure | Indefinite Full-time |
| Salary Range | CSOF5: AU$105,806 – AU$114,500 per annum plus up to 15.4% superannuation CSOF6: AU$121,455 – AU$142,321 per annum plus up to 15.4% superannuation *Applications are invited across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience.* |
| Location(s) | Townsville or Darwin is preferred; other locations can be considered |
| 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 (Sustainable Northern Australia) |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Rebecca Bartley via email at Rebecca.bartley@csiro.au or phone +61 7 3833 5578 |
| 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

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. At senior levels, Research Projects staff may be involved in providing consulting services, science and technology management and/or industry liaison.

Providing capability to deliver on digitally enabled, integrative, whole-of-system, and scalable approaches to land, water and conservation challenges is of high strategic importance for CSIRO. The Sustainable Northern Australia Team work on a range of projects across Northern Australia, providing capability that is core to an existing portfolio of work representing >$10M in external revenue. Many of the existing projects are large, transdisciplinary and multi-institutional projects which have had, and will continue to have, a major impact on policy and regional on-ground delivery. This position will provide economic advice into a range of projects related to integrated water, agricultural, energy and resource assessment.

The recently announced Nature Positive Plan for Australia, and increased investment in the alternative Energy Sector in Queensland, will require input from resource economists to support decision making about regional development, agricultural and water infrastructure, land use conversion and land use optimization. With the transition to a Clean Energy Economy, there will be a significant need to evaluate and prioritise the costs and benefits of various land use options in Queensland and Northern Australia.

### Duties and Key Result Areas across two capability levels

***CSOF5***

* Under the supervision of more senior researchers, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Select the most profitable line of attack upon a problem, prepare detailed design proposals and experimental protocols.
* 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 the identification of further opportunities which arise from research and initiate new lines of research.
* Undertake activities focused on one or more elements of larger research projects.
* Apply discretion to decide and implement strategies appropriate to the successful completion of work.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Address problems promptly and in a constructive manner.
* Undertake experimental and/or observational research activities and supervise/train others to ensure experiments are established in accordance with the research design.
* 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, regionally dispersed 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.

***CSOF 6***

* Apply specialist expertise to solve complex problems within a discipline or across a diverse range of projects.
* May lead or coordinate CSIRO’s contribution to collaborative projects involving other organisations.
* Ensure that client or end-user needs are met and typically have a leading role in the effective transfer of new technology to industry/community.
* Be accountable for the quality of the results delivered, the alignment of the project activities with the business, research and/or technology directions.
* Maintain a sound understanding of the client’s business or a market opportunity, negotiate work requirements with clients or project teams and ensure that client and project team needs are met.
* Identify and adapt quickly to changes in client or project needs and changes in the external environment.
* Represent the organisation in external scientific or technological forums as required and may establish and lead such forums.
* 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.

## **Selection Criteria**

#### Essential criteria for CSOF5

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

1. Northern Australia domain knowledge in land- and water-based developments, such as grazing, cropping, irrigation, water management, water planning.
2. Applied economics experience (including benefit cost analysis) in above systems and the development of gross margins and understanding and knowledge of methods for undertaking regional economic assessments.
3. Knowledge of and experience in common agricultural modelling software (e.g. APSIM, GRASP, CLEM).
4. Experience with data bases and statistical analysis, and the associated workflows required to link field data through to data bases and automated statistical analysis.
5. Ability and experience using data from a range of disciplines to integrate into common platforms (e.g. to assist with the evaluation of multiple environmental benefits).

#### Additional essential criteria for CSOF6

1. Demonstrated ability to collaborate with private and public sector organisations.
2. Strong written and verbal communication skills and experience communicating with a wide range of stakeholders including landholders, traditional owners, engineers, local government officials and state and territory government officers.

## **Desirable**

1. Experience in the application of GIS and remote sensing data in the context of agricultural and or hydrological studies.
2. Knowledge of, or willingness to learn, river modelling methods and experience using river modelling outputs.
3. Experience evaluating the financial viability and regional economic benefits of large water, agriculture and energy infrastructure projects.

## **Required Competencies for CSOF5**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team 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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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:** 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 changes.

## **Required Competencies for CSOF6**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team as well as industry colleagues.
* **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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **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:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

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 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 <https://www.csiro.au/en/about/people/business-units/environment> 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