# Position Details

## Research Scientist/Engineer- CSOF5 & CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist – CSIRO Environment Bio-analytical Facility Manager |
| Job Reference | 92173 |
| 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 that is commensurate with their skills and experience.* |
| Location(s) | Hobart, Tasmania |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates including:   * Australian/New Zealand Citizens, * Australian Permanent Residents, * Australian Temporary Residents, or * Overseas applicants who may require visa sponsorship from CSIRO |
| Position reports to the | Team Leader, Biogeochemical Tracers, Coastal and Oceanic Systems Program. |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Janet Anstee via email Janet.Anstee@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](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/Engineer staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist/Engineer may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist/Engineer will have the opportunity to build and maintain professional networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts. You may be involved in leading research projects or undertaking work that has impact on the development of scientific or technical knowledge.

The role of the Research Scientist - Bio-analytical Facility Manager will manage the Bio-analytical Facility based at the CSIRO Oceans and Atmosphere’s Hobart site. This position involves the analysis of a variety of samples – water, micro and macro algae, seagrass, microphytobenthos and zooplankton – for parameters used in the research of marine optics, harmful algae blooms, algal biotechnology, biological oceanography and biogeochemical models. The role will work closely with both internal and external clients and collaborators to deliver high-standard products and services and will be responsible for the analysis of samples, the development of novel analytical techniques and methods, the reporting and presentation of results, the development of project opportunities and the maintaining of the biosecurity accreditation for the facility.

The Bio-analytical facility at CSIRO Environment’s Hobart site (formerly CSIRO Oceans and Atmosphere), is recognised as the leading bio-optical laboratory in Australia and the Southern Hemisphere and one of the leading laboratories internationally. It has the only validated HPLC method for pigment analysis in Australia.

### Duties and Key Result Areas at CSOF5

* Management of the Bio-analytical Facility including the completion of contracts for external clients, management of project milestones, sample collation and analysis, reporting results, and invoicing for work completed.
* Management of the biosecurity requirements attached to the facility for O&A, so that Biosecurity accreditation is retained; this includes in house training for staff who access the BC2 lab and completion of audits by DAWR on an annual basis.
* Management of the support Laboratory Technician.
* Analysis of samples for pigment composition and concentration by HPLC.
* Analysis of samples for phycocyanin and phycoerythrin concentration by spectrofluorimetry.
* Determination of the absorption coefficients of particulate and dissolved fractions of the water column by spectrophotometric methods.
* Determination of the concentration of total suspended matter.
* Determination of cell numbers using flow cytometry.
* Participation in fieldwork on both small and large vessels.
* Formatting and entry of data into national and international databases.
* Development of new methods for pigment and toxin analyses using UPLC and HPLC.
* Production of high quality scientific and technical reports, journal articles, conference papers and presentations suitable for publication in quality journals and for presentation at national and international conferences.
* Development of business opportunities with internal and external clients.
* Incorporate novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for new, existing and further research.
* Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work effectively as part of a multi-disciplinary, often regionally dispersed research team, to undertake independent scientific investigations and carry out associated tasks under the guidance of more senior Research Scientists/Engineers.
* Assist in leading small research projects, including the negotiation of resource requirements if required.
* Provide coaching and on-the-job training to technical staff and students to ensure experiments are established in accordance with the research design.
* 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.

### Additional Duties and Key Result Areas at CSOF6

* Develop challenging but realistic research plans and negotiate resource requirements with research managers and clients.
* Lead small to medium-scale research projects and be responsible for elements of larger projects within and/or across Business Units.
* Anticipate industry and community needs and market direction through client liaison and networking and contribute to the development of CSIRO’s digital strategy.

## **Selection Criteria across both capability levels**

**Essential**

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

1. A doctorate and/or equivalent research experience based on analytical chemistry techniques in biological oceanography, algal biotechnology or marine optics
2. Demonstrated experience with and maintenance of analytical instrumentation such as HPLC/UPLC, scanning spectrophotometers and spectrofluorometers and flow cytometers.
3. Demonstrated experience with the analysis of more than one of the following analyses – pigment concentration and composition, including the phycobiliproteins; absorption coefficients of particulate and dissolved fractions of a water sample; flow cytometry.
4. Problem-solving/investigative skills and the ability to effectively manage a number of competing priorities simultaneously, and under limited direction.
5. Demonstrated ability to work and collaborate as part of a team in a multi-disciplinary research environment.
6. Strong written and oral communication skills including the ability to publish research results, prepare reports and present the results of scientific investigations at national and international conferences and stakeholder meetings.
7. A solid record of publication in quality, peer-reviewed journals.

**Desirable**

1. The ability to use and write programs in Matlab and/or Python
2. The ability to work on small and large research vessels.
3. Knowledge of formatting data for national and international databases.
4. Experience or knowledge of flow cytometry.

## **Required Competencies at CSOF5**

* **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.

**Required Competencies at CSOF6**

* **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:** 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, goal and priorities.

Special Requirements

Appointment to this role may be subject to conditions including the provision of a national police check as well as other security/medical with audio/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.
* 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/) and [CSIRO Environment](https://www.csiro.au/en/about/people/business-units/environment) for more information.

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

* People First
* Further Together
* Making it Real
* Trusted