# Position Details

## Research Projects- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Project Officer – Agricultural and Environmental Monitoring and Assessment |
| Job Reference | 99039 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$114,219 to AU$123,605per annum (pro-rata for part-time) plus 15.4% superannuation |
| Location(s) | Canberra, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents * Australian Temporary Residents who hold a valid work visa |
| Position reports to the | Team Leader |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dr Dio Antille via email at [dio.antille@csiro.au](mailto:dio.antille@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).

**Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](https://www.csiro.au/en/about/policies/child-safe-policy).

### 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. Based at the Black Mountain site, Canberra, you will work closely with research teams locally and across Australia to support the efficient delivery of data and findings to support high impact research in environmental monitoring and evaluation.

The role will be responsible for the field and laboratory environmental monitoring equipment to enable the measurement of soil and water, and nitrogen and carbon fluxes in Australian and potentially international locations. This will include coordinating laboratory and field staff and workflows across multiple projects, integrating data across multiple measurements, managing databases, and using and developing data analysis approaches.

This role crosses the boundaries between research technician, experimental scientist and research scientist, where you will contribute to statistical analysis and interpretation of data, drafting report components for clients, and preparing communication materials for presentation. The successful candidate will play a key role in advancing our research impact in sustainable agroecosystems.

### Duties and Key Result Areas

* Work collaboratively with research scientists and technical staff to coordinate the planning and scheduling of analytical pipelines associated with measuring the fluxes of carbon and nitrogen, as well as soil and water in agroecosystems and lab-based experiments.
* Under limited supervision, effectively manage data resources, conduct flux calculations from Eddy Covariance and other approaches, and statistically analyse and interpret agro-ecological environmental data using a range of data tools.
* Use initiative and sound judgement to adapt experimental methods and data analysis/management approaches to improve workflows and operating efficiencies.
* Provide significant input to the interpretation and communication of research results, through contributing technical details and data summaries to client reports, scientific manuscripts, and conference presentations.
* Contribute to efficient and safe operations in a shared laboratory space and field locations including instrument maintenance, risk assessments, and purchasing consumables.
* Provide coaching, on-the-job training and instruction to colleagues, collaborators, and students on analytical activities pertaining to the immediate work area.
* Support the research direction of the team through representation of CSIRO externally at scientific, industry, and Government events, and at public 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.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed. Applications will be evaluated based on your demonstrated ability to meet the selection criteria below. In applying for this role please include a written summary demonstrating how you meet the selection criteria below.*

1. **Qualifications:** a relevant tertiary qualification in environmental or agricultural engineering or equivalent experience in setting up and conducting agricultural and environmental measurement, monitoring and analysis.
2. **Scientific knowledge:** a fundamentalunderstanding of, and ability to measure, fluxes of soil carbon, nitrogen and water cycling, and their fundamental measurement.
3. **Analytical expertise:** demonstrated skills in the measurement of carbon, nitrogen and water fluxes in agroecological systems using Eddy Covariance and other relevant techniques, including setting up automated GHG measurement systems, and in the use and maintenance of relevant field and laboratory instrumentation.
4. **Engineering expertise:** demonstrated skills in the construction and maintenance of Eddy Covariance and other relevant techniques and instrumentation to measure and monitor environmental variables.
5. **Data management and analysis**: a sound understanding of FAIR data principles, database management and version control, statistical and data analysis through R programming, and knowledge of Campbell data loggers programming will be required.
6. **Time management:** ability to manage competing project deadlines, including scheduling, monitoring, and completing tasks under minimal supervision, and an ability to work on several projects at the same time.
7. **Communication skills:** well-developed written and spoken communication skills.
8. **Field Work**: Evidence of a current Australian driver’s licence and expertise in field work, and willingness to travel and work in remote locations to support project delivery.

## **Desirable**

1. Experience in designing and implementing field sampling protocols across spatially variable soil and sediment landscapes.
2. Hands on experience with analytical instrumentation (e.g., LECO, gas chromatography, Picarro), troubleshooting, and data quality control.

## **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 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.

Special Requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

Include if relevant:

* The successful candidate will undertake a pre-employment background check. Please note that individuals 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.

## **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/Research/AF) 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