# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Fisheries Research Scientist |
| Job Reference | 97647 |
| Tenure | Specified Term of 18 months  Full-time position available; flexible arrangements by negotiation |
| Salary Range | *This appointment will be at CSOF 5 or CSOF 6 level dependent on the applicant’s level of experience.*  \*AU$110k - AU$148k per annum Plus, up to 15.4% superannuation  \*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate. |
| Location(s) | Hobart |
| 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, with an existing valid visa and unrestricted work rights for the duration of the 18-month term |
| Position reports to the | Team Leader, Pelagic Population Dynamics & Management Strategy Evaluation (MSE) |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Ann Preece via email at ann.preece@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. |
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**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 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 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 position is in the Pelagic Population Dynamics and Management Strategy Evaluation team, within the Sustainable Marine Futures Research Group, in the Environment Research Unit. The role will contribute to research on shared highly migratory fish stocks and sharks across the Indo-Pacific.

We have developed fishery independent monitoring programs, using novel genetic methods, for evidence-based management. We also develop complex population dynamics models for scientific advice to Australian and regional fisheries management organisations. The role will potentially involve data analysis, model development, fieldwork and project leadership, depending on the skills of the successful applicant.

The role may involve development of models and papers, close-kin mark recapture design and implementation for tunas and sharks, and effective science delivery to domestic and regional stakeholder committees, working groups and industry.

The position is for 18 months; however, new positions may arise over this period that the applicant could apply for.

### Duties and Key Result Areas

* 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.
* Represent CSIRO externally, including in public forums, with industry or the research sector or with Government.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Maintain security of commercially sensitive information.
* 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 one another and CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
* 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 environmental science, natural resource modelling or management, mathematics or statistics.
2. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
3. Demonstrated computer programming ability in R, C++, or similar language.
4. Demonstrated ability in communicating to a variety of audiences.
5. Demonstrated ability to work collaboratively and effectively in a multi-disciplinary team.

**Additional Essential Criteria for CSOF6 Appointment**

1. Demonstrated experience in research project management and leadership.
2. Evidence of science innovation and creativity

## **Desirable**

1. Experience with fisheries assessment models and Management Strategy Evaluation, or natural resource management.
2. Knowledge of international tuna fisheries Commissions and science activities.
3. An ability to undertake or lead fieldwork.

## **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:** 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 is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

## **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