# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Principal Research Scientist |
| Job Reference | 71069 |
| Tenure | Indefinite, Full-time |
| Salary Range | AU$139,166 to AU$153,975 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Hobart |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Aquaculture Applied Breeding Team Leaders, Livestock and Aquaculture Program |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact:  Dr Mat Cook via email at [Mat.Cook@csiro.au](mailto:Mat.Cook@csiro.au) or phone +61 7 3214 2317  Dr James Kijas via email at [James.Kijas@csiro.au](mailto:James.Kijas@csiro.au) or phone +61 7 3214 2442 |
| 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. |

### Role Overview

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

The successful applicant will join our Aquaculture Applied Breeding team which operates a portfolio of commercial breeding programs and associated research projects. Our focus is across multiple species of finfish, molluscs and crustaceans with clients and collaborators located both in Australia and internationally. The team draws expertise from across CSIRO to work at the interface of quantitative genetics, genomics, data systems and applied breeding to support the development of a strong and thriving aquaculture sector.

The role of the successful applicant will be to enhance our existing engagements and build new opportunities with industry. The role is centred around advancing and innovating commercial aquaculture breeding programs with a particular focus on developing and applying advanced quantitative genetics and genomic selection methods to accelerate genetic gain. The successful applicant will identify, develop, and incorporate advanced and new technologies or methodologies into commercial breeding operations. The successful applicant will also engage clients, lead research activities, and operate within an applied breeding team consisting of quantitative geneticists, aquaculture biologists, and database and software developers.

### Duties and Key Result Areas:

* In collaboration with colleagues, use research and/or industry experience to formulate, develop and implement applied breeding programs and research.
* Thrive in a working environment characterised by commercial delivery and impact through applied science.
* Anticipate and identify research-based solutions to address industry needs through client liaison.
* As a hands-on practitioner in quantitative genetics, analyse large genotype, phenotype, and pedigree datasets to inform applied breeding decisions.
* Lead and supervise staff to ensure the delivery of applied breeding program outcomes in accordance with agreed timeframes and budget, while providing broader scientific leadership in applied breeding.
* Participate in CSIRO leadership pathways with the opportunity to assume future leadership roles.
* Communicate openly, effectively, and respectfully with all staff, clients, and collaborators in the interests of good business practice and the enhancement of CSIRO’s reputation.
* Publish the results of research outcomes in peer reviewed scientific journals.
* Communicate research results to clients and the scientific community through oral and written reports.
* Act as a trusted advisor, utilising knowledge of aquaculture client’s business and understanding of their underlying needs.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team, and business unit 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 Making Safety Personal goals.
* Other duties as directed.

*CSIRO requires National Police Checks to be provided by preferred applicants for all new positions. Where matters are disclosed in a National Police Check, only those that are relevant to the position and the ability of the applicant to perform the role will be taken into account. This will be undertaken as the role may require:*

*­ Financial and asset management responsibilities, including financial delegations.*

*­ Access to personal or other sensitive information, whether of CSIRO staff and affiliates, or members of the public.*

*­ Access to commercially sensitive information of CSIRO and/or research or commercial partners.*

*­ Requirement to represent CSIRO externally, including in public forums, with industry or the research sector or with Government.*

*­ Access to hazardous materials.*

*­ Supervision and other management responsibilities.*

## **Required Competencies:**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. Relevant tertiary qualifications in quantitative or statistical genetics, or equivalent experience.
2. Demonstrated experience with deploying advanced genetic technologies and the implementation of genomic selection within applied breeding programs.
3. An internationally recognised track record in the field of applied breeding with the ability to engage industry and prospective clients interested in the design, implementation, and continual improvement of selective breeding programs.
4. A proven track record delivering to, or working within, commercial breeding activities.

## **Desirable:**

1. Demonstrated scientific leadership in genomic selection and a proven record in leading research activities.
2. Experience working with software developers to design or enhance data management systems and their application to deliver applied breeding programs.
3. Alignment with the commercially focussed culture of the existing team.
4. Experience or familiarity with aquaculture breeding.

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 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. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)