# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Data analyst |
| Job Reference | 71107 |
| Tenure | Specified Term of 36 months  Full-time |
| Salary Range | AU$83,687 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | St Lucia, QLD or Black Mountain, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents who are currently residing in Australia |
| Position reports to the | Team leader |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Larelle McMillan via email [larelle.mcmillan@csiro.au](mailto:larelle.mcmillan@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. |

**Role Overview**   
Research Projects staff in CSIRO 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 project delivery.

Specifically, the data analyst will work with and support staff (in geographically distributed project teams) in the Food Systems and Global Change Group to manage, analyse and package data related to current research projects. The role will help the Group increase the speed and efficiency of data processing, maintain our existing data collections, and increase the range and power of statistical analyses and data harvesting processes.   
  
**Duties and Key Result Areas:**

* Curate and manage large datasets and group databases.
* Manage access to shared datasets, oversee and ensure data ethics are established and maintained.
* Clean and analyse large, complex, and sometimes incomplete datasets using methods in R/Python and statistical programming across a range of projects
* Collect data for specific research purposes from a range of sources including published datasets, national government databases, review of published and grey literature
* Data visualisation, including mapping
* Make significant contributions to the interpretation and communication of research and collaborate on drafting presentations and written reports for clients and the scientific community.
* Communicate openly, effectively, and respectfully with all staff, clients, and partners in the interests of good business practice, collaboration, and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out work 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.

## **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:** 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 response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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.

## **Selection Criteria**

#### Essential

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

1. A bachelor's degree in agricultural science (with a focus on data analysis) or maths/data science (with a basic understanding of agri-food systems)
2. Demonstrated ability to be highly organised and well versed in data design, management and code documentation, ethics, and privacy practices
3. Evidence of programming adaptability - use of R/Phython and other programming languages and statistical methods
4. Demonstrated experience in data visualisation for decision making
5. Demonstrated ability to work independently and use initiative to seek guidance when needed to complete complex tasks
6. Demonstrated ability to deliver work as part of geographically distributed project teams in a way that recognises diversity of thought and capability that others have to offer
7. Broad understanding of agri-food systems and an interest in deepening knowledge of current global and national issues

**Desirable:**

1. Experience with GIS
2. Experience with a mixed methods approach to research, qualitative data management and analyses.

Special 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.

## **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 the [Food Systems and Global Change Group](https://research.csiro.au/foodglobalsecurity/) and CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)

**Our Values:**

CSIRO is a values-based organisation. We expect our employees to demonstrate behaviours aligned to our values of:

• People First

• Further Together

• Making it Real

• Trusted