# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist – Protein Foods |
| Job Reference | 71161 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$100,710 to AU$108,985 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Coopers Plains, Brisbane, QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Team Leader - Food Materials |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Aarti Tobin via email at Aarti.Tobin@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

The role of Research Scientist Staff 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 Research Scientist – Protein Foods will work as part of the Food Materials Team in Coopers Plains (QLD), providing research leadership in the area of protein-based foods, with a focus on animal/meat protein and the application of alternative proteins to mimic meat structure and texture. This will involve the study of structure-function relationships, protein/meat biochemistry, interactions of proteins with other food components and the impact of processing technologies on protein food structure. The position will have responsibility in leading internally and externally funded strategic and applied research projects, as well as building relationships with industry and academic stakeholders.

### Duties and Key Result Areas

* Incorporate novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for existing and new future research.
* Accelerate innovation and transfer technology to industry to build impact for the clients.
* Undertake and focus on research projects on structure-function relationships of food proteins and other food components.
* Conduct and effectively lead projects across disciplines, including meat science and the physico-chemical analysis of protein foods, and deliver project outputs at the appropriate standard, on time and within budget, including the negotiation of resource requirements.
* Undertake or lead novel science that delivers into CSIRO Missions and Future Science Platforms, including, but not limited, to the CSIRO Protein Mission.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction including onsite visits to client sites which may include abattoirs.
* Under limited direction, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Draw on professional expertise, knowledge of other disciplines and research experience, recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication in high quality journals and for presentation at national and international conferences.
* Address problems promptly and in a constructive manner, selecting the most profitable lines of attack upon a problem, preparing detailed design proposals and experimental protocols.
* Maintain confidentiality when dealing with 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 CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, 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 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.

## **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 a relevant field such as food/protein/meat science coupled with relevant postdoctoral or industry experience.
2. Demonstrated experience in leading strategic or industry focussed multidisciplinary and/or regionally dispersed project and project teams; and delivering impact by accelerating innovation and transferring technology to industry.
3. Knowledge and expertise in food proteins, with a focus on plant/animal protein research and related processing technologies at both laboratory and pilot scale.
4. Proven experience in protein food product development, that could be applied to the application of alternative ingredients for hybrid or plant-based meat analogues.
5. Demonstrated mindset to facilitate respect, collaboration, support, inclusiveness and accountability in the workplace.
6. Strong written and oral communication skills including the ability to prepare client and research proposals, prepare reports and present the results of scientific investigations at national and international conferences and stakeholder meetings.
7. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
8. A demonstrated publication history of authorship on scientific papers in peer reviewed journals or industry reports, grant applications or inventorship on patent applications.

## **Desirable**

1. Experience in an industrial meat processing environment, e.g. abattoirs and meat value-addition industries.
2. An understanding of protein extraction and texturization techniques and protein chemistry.
3. Expertise in novel processing technologies.
4. Demonstrated ability to mentor and develop junior scientists and students.
5. Strong interest in translation of science outcomes to industry applications.

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/>
* Due to the nature of the work, current vaccination or a willingness to obtain it is essential for Q Fever.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

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

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

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