# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Senior Research Scientist – Food Safety and Stability |
| Job Reference | 73563 |
| Tenure | Indefinite |
| Salary Range | AU$113,338\_ to AU$132,811 pa + up to 15.4% superannuation |
| Location(s) | Werribee, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian & New Zealand Citizens, and Australian Permanent Residents |
| Position reports to the | Team Leader – Applied Microbiology |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Lesley Duffy via email at Lesley.duffy@csiro.au or phone +61 7 3214 2055 |
| 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

CSIRO is seeking to appoint a Senior Research Scientist with expertise in food processing microbiology. The position is within CSIRO’s microbial food safety & stability capability working and managing facilities to research the application of innovative food processes and/or technologies to the Agrifood sector. This role will involve collaboration with the many users of the Food Innovation Centre (FIC) in Werribee as well as other internal and external clients. The FIC involves close-to-market research for local and international food manufacturing industry clients and internal CSIRO work. CSIRO has capability for pilot or semi-industrial end-to-end manufacturing including consumer testing across their two sites in Werribee and Coopers Plains. As a Senior Food Processing Microbiologist, you will have the opportunity to formulate, develop and complete a research program or project portfolio on safety and stability with elements of innovative food processes including fermentation. The job will include building industry networks, providing and playing a lead role in securing project funds and project delivery.

Our microbial food safety & stability capability teams are part of the **Food Program** which delivers science that underpins the development and delivery of healthy, safe and sustainable foods, food ingredients and beverages for Australia’s food industry and global consumers.

The work of the Food Program is focused on three impact areas:

* **Healthy Foods and Ingredients:** premium high-palatable foods and beverages for health; healthy and functional ingredients; and consumers eating foods for healthier diets
* **Sustainable Food Manufacturing:** circular bio-economy; sustainable processing technologies; and food security and food systems
* **Trusted and Quality Foods:** trusted value chains – market access, safety, provenance and traceability; and meeting consumer expectations – taste, convenience and quality.

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 addressing broad research questions 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.

CSIRO’s mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. The research effort is, therefore, mission-directed and impact-focussed and it is essential that the Food Processing Microbiologist has, or can readily develop, strong links with industry partners and other relevant stakeholders.

### Duties and Key Result Areas:

* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved suite of client and strategic projects aligned to the impact areas of the Food Program.
* Collaborate effectively with multidisciplinary teams to develop safe and novel foods, ingredients and beverages for the Australian food industry and global consumers.
* Apply broad food domain and food supply chain knowledge to provide sound scientific advice on food processing applications to a range of stakeholders including researchers, industry, regulators and the public.
* Lead and contribute to ensure timely project delivery, including: conducting, interpretation, reporting and communication of research results to relevant audiences.
* Communicate openly, effectively and respectfully with 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 values (https://www.csiro.au/about/values), health, safety and environment plans and policies, wellbeing, culture building and diversity initiatives and zero harm 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:** 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.

## **Selection Criteria**

#### Essential

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

1. A doctorate in food safety and stability or a related field, with evidence of relevant postdoc experience **OR** significant experience in industry, industrial research centre, or regulatory body.
2. Significant experience as a senior researcher managing large projects or programs that include designing, conducting, analysing and reporting research on food processing to achieve food product stability and safety across a broad range of food industries using a range of experimental approaches.
3. Strong track record of scientific dissemination that may include peer reviewed publications, technical/industry or government reports, presentations at scientific conferences, industry workshops or in public.
4. Strong evidence of anticipating industry and/or community needs and market direction through client liaison with demonstrated ability to attract external funding from the food industry.
5. Experience in application of food safety and quality regulations/systems for food manufacturing and compliance, including HACCP, and coordination across a multi-disciplinary program.
6. Evidence supporting an emerging national and/or international reputation in food safety and stability.
7. Demonstrated ability to lead by example to create a positive work culture that promotes collaboration, inclusiveness and accountability in the workplace.

## **Desirable:**

1. A strong network in the food industry, government and academia including those involved in food safety, processing and product development, regulatory standards and compliance.
2. Specific knowledge and experience in the following areas:
   1. Food safety risk analysis and challenge testing of food products.
   2. Application of innovative food processing technologies e.g. thermal and nonthermal processing, fermentation science, synthetic biology and plant-based processing.
   3. Directing work in pilot and industrial food-grade production environments

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.

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)