# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Cropping Systems Agronomist (Cotton) |
| Job Reference | 74741 |
| Tenure | Indefinite |
| Salary Range | AU$100,710 to AU$108,985 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Myall Vale (25km West of Narrabri NSW) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Team Leader |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 1 |
| Enquire about this job | Sandra Williams via email at [sandra.williams@csiro.au](mailto:sandra.williams@csiro.au) or phone 02 6799 1585 |
| 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 role of the Cropping Systems Agronomist is to undertake research with the aim to provide solutions to raise productivity and resource use efficiencies. The appointment will complement and extend existing CSIRO skills in soil-plant systems research and drive new collaborative opportunities within CSIRO with both external collaborators and investors, and international partners.

The Agronomist will apply cropping systems research principles within the portfolio of relevant crop research activities at experimental, farm and industry scales to:

* Contribute to physiology and agronomic research improving the knowledge of the fit and utility of plant growth regulators to assist cotton yield and resource use efficiencies.
* Contribute to agronomic and systems research allowing for successful industry expansion of rainfed cotton cropping systems.
* Contribute to the development and application of crop simulation technologies through traditional modelling approaches, as well as employing advanced data analytics and concepts like data/model fusion.
* Provide leadership in connecting other cropping systems research within CSIRO and elsewhere within agricultural industries to enhance the CSIRO cotton research effort for high impact delivery and adoption.

### Duties and Key Result Areas:

* Work closely with other cropping systems researchers to develop novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for new, existing and further research into improving the sustainability of both irrigated and rain-fed cotton systems.
* Lead research into exploiting the use of growth regulators and plant hormone technologies to improve cotton cropping system resilience to improve productivity whilst applying modern sensing technologies and data analytics to quantify abiotic stressors.
* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Engage with industry and stakeholders to ensure impact and delivery of research outcomes to real world application.
* Produce high quality scientific papers suitable for publication in quality journals and generate client reports.
* 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, often 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.

## **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:** 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 changes.

## **Selection Criteria**

#### Essential

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

1. A doctorate (or will shortly satisfy the requirements of a PhD) in an area relating to applied cropping systems/agronomy or related discipline.
2. Current drivers’ licence.
3. Demonstrated experience in field-based cropping systems/agronomy research.
4. Experience and/or demonstrated knowledge of the application of digital agricultural principles and precision farming technologies directed at agronomic and/or farming systems research.
5. Experience and/or demonstrated knowledge with the use, application and delivery of agricultural technologies (including application of sensor networks and plant phenomics technologies) in a commercial context.
6. Demonstrated experience in engaging with industry and stakeholders to ensure impact and delivery of research outcomes to real world application.
7. Demonstrated ability to lead and work effectively as part of a multi-disciplinary research team and carry out independent individual research, to achieve organisational goals.

## **Desirable:**

1. An understanding of the use of plant growth regulators to manage crop resilience.
2. A record of science innovation and creativity plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
3. Demonstrated ability to work under adverse environmental conditions.

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.

## **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)