##

Australia’s National
Science Agency

# Position Description

Senior Principal Research Scientist – CSOF7 or CSOF8

Sustainability Program, Agriculture and Food

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| The following information is for applicants |
| Advertised Job Title | Senior Principal Research Scientist – Sustainability Program  |
| Job Reference | 76252 |
| Tenure | Indefinite full-time |
| Salary Range | Level 7: AU$139,166 to AU$153,975 pa + up to 15.4% superannuation (CSOF 7)Level 8: AU$166,056 to AU$208,488 pa + up to 15.4% superannuation (CSOF 8) |
| Location(s) | Brisbane, Queensland |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Research Director – Sustainability Program |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | Post Docs and PhD students  |
| Enquire about this job | Michael Battaglia via email at michael.battaglia@csiro.au or call +61 03 6237 5612. |
| 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 or call 1300 984 220. |

## CSIRO Agriculture and Food (A&F)

We apply world class multidisciplinary science, technology and facilities, relevant IP and global networks across the value chain to create healthier, trusted, safer and more sustainable food and fibre for the future. We work with a diverse range of people and partners that span Australia and 25 countries, fostering a shared vision to create measurable economic, environmental and social impact.

Agriculture & Food’s purpose is to help deliver to key innovation challenges:

* Enhance the resilience, sustainable use and value of our agri-food environments, including by mitigating and adapting the impacts of climate and global change.
* Achieve sustainable regional food security and grow Australia’s share of premium agri-food markets.
* Enhance health through novel food and ingredients and trusted supply chains.
* Create Australia’s future agri-food industries and jobs by catalysing the innovation ecosystem.
* Regional security through improved food systems.

Our portfolio of work drives impact through seven key impact areas:

* **Secure food systems**: Australia’s role in securing global food systems, with a focus on the Asia-Pacific
* **Healthy foods**: Novel ingredients and production systems for healthier diets
* **Trusted supply chains**: Technology that enables growth in export value of premium agri-foods
* **Resilient farming systems**: Innovative animal and plant-based farming systems driving profitability and sustainability
* **High-value protein**: Growing plant and animal-based protein industries
* **Future crops**: New crop varieties and breeding technologies designed for the future
* **Improved footprint**: Enhancing our national agri-food environmental footprint and natural capital

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

## A&F - Sustainability Research Program

The Sustainability Program in CSIRO Agriculture and Food works to mobilise science and technology to support societal transitions to a sustainable and equitable future in the context of profitable agriculture. The science leader will work closely with Group Leads, with particular focus on delivering to the Food Systems & Global Change science and impact strategy.

### Role Overview

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 Senior Scientist has, or can readily develop, strong links with industry partners and relevant government agencies. Experience in building cohesive, dynamic and creative research teams that integrate across disciplinary and organisational boundaries is essential. The senior scientist must be an entrepreneurial and collaborative science leader who has demonstrated commitment to progressing inclusion and promoting diversity.

This role will focus internally and externally to CSIRO. Internally, you will form part of the Sustainability Research Program Leadership Team and be accountable for the delivery of specific elements of the Program’s overall impact, science and financial objectives as well as the ongoing development of its strategy. You will be required to assist science leaders plan, monitor and prioritise effort in key impact focus areas and identify capability required to deliver to CSIRO mission and external project opportunities.

Externally the role will work closely with the Food Systems & Global Change Group Leader to lead a portfolio of multi-disciplinary, collaborative research projects that deliver towards the science strategy and impact for the Food Systems & Global Change group. Specifically, you will oversight a new Initiative between [CSIRO](https://www.csiro.au/en/about/people/business-units/agriculture-and-food) & The [University of Queensland](https://www.uq.edu.au/) (UQ) through its [Queensland Alliance for Agrifood Innovation](https://qaafi.uq.edu.au/) (QAAFI). This CSIRO-UQ Joint Food System Transformation Initiative (the Initiative hereon) is a collaborative research initiative that brings together the strengths of CSIRO, as a national science agency involved in science, innovation and policy support around sustainable food systems; and a premier academic institution in The University of Queensland, at the heart of capability development and research and innovation in all fields related to sustainable food systems (agriculture, public health, environment, and business and social systems). QAAFI is a research institute of UQ, established in 2010 with a team of 450 researchers, postgraduate students and support staff who undertake high impact science for agriculture and food industries. The institute’s strong partnership with the Queensland Government provides researchers with a direct link to the agriculture industry in Queensland, and world class field research facilities throughout Queensland.

The Initiative is set up to broker, design and deliver positive outcomes for Australian food system transformation; and application of same to priority Official Development Assistance (ODA) countries in the Asia-Pacific. It is envisaged that the Initiative will become a recognised global leader for food system transformation R&D; and that the portfolio of research will evolve over time based on need and strategy.

## Key Result Areas and Duties

### Impact Science Leadership

* Build (with other CSIRO and UQ team members) the ‘one-stop-shop’ for research and innovation in sustainable food systems (SFS) in Australia; leveraging CSIRO and UQ capability, influence and connections to other institutes and partners where appropriate
* Play a lead role in convening and coordinating national conversations around sustainable food systems
* Responsible for building a portfolio of high impact projects in the area
* Position CSIRO and UQ, through the successful development of the Initiative, as a collaborative provider of research and innovation solutions for transforming the Australian food systems (where applicable)
* Play a lead role in brokering public private-partnerships in food system transformation for Australia and Asia-Pacific
* Lead (with other CSIRO and UQ team members) the development of a hub for capability training in areas related to sustainable food systems at all levels (undergraduate to PhD, executive courses).
* Position the Initiative as a trusted advisor of national agencies on scenario development and quantification of potential impacts of different policies and actions, such as those emerging from the Food systems summit.
* Build a think-tank for strategy on food system transformation in the Asia-Pacific region (the Chatham House of the South).

### Capability Leadership

* Communicate the Initiative and Sustainability Program vision to inspire staff and sustain and nurture awareness of A&F’s science quality and impact in the broader Australian community;
* Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace, in doing so model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Support the Research Group and Team Leaders to build the long‐term science capability to support the delivery of the Program’s research and impact, including forecasting demand, monitoring science trends and stakeholder needs, and building a high-performance culture;
* Attract, develop and retain world class talent which meet current and future needs

### Engagement & Partnership

* Effective engagement with customers/clients/partners and identifies opportunities for future collaboration within and beyond CSIRO regarding Australia and Asia Pacific food system transformation agenda;
* Communicate Agriculture and Food strategy and Program goals to internal and external stakeholders;
* In consultation with representatives from across the innovation system, develop a roadmap for deeper and more effective state and national partnerships across food system transformation issues;
* Build strategic relationships within the organisation to execute the Sustainability Program strategy, including fostering mobility and cross‐Business Unit deployment of staff, and developing productive relationships.
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields and industry challenges.
* Engage constructively with the governance arrangements for the Initiative with UQ to meet the objectives of the Initiative and to enable the objectives of the contributing parties to be met.

### Resource Leadership

* Oversee and manage the Initiative – including Post-Doc and PhD co-supervision, project delivery and internal and external partner and client engagement; working with respective organisational processes
* Ensure best practice governance and management of commercial activities and intellectual property of research activities;
* Manage delivery against milestones and appropriate quality standards;
* Contribute to the development of science plans for future initiatives.
* Work constructively with counter-parts in UQ to align the use of human and other resources managed by UQ with the Initiative to overall agreed objectives of the Initiative.

**For appointment at the higher salary level (CSOF8), duties will include:**

A higher level of responsibility in:

* Resource management and leadership – contributing to business unit and mission-aligned strategic direction; provides mentoring to Group leads and senior research staff in program.
* Operating independently, taking responsibility for decision-making about capability, resource planning and management of projects and resources.

## Key Capabilities

* Highly collaborative and team player, who understands what collaboration requires and also the impact that can be achieved through delivering science through a team, rather than individually
* Demonstration of collegial approach to solving problems, and respectful interactions. Able to contribute to broader discussions through effective and collaborative leadership role on the Sustainability Program Leadership Team.
* Highly effective stakeholder management skills and demonstrated effectiveness in aligning business capability with Government, industry and other stakeholders’ needs;
* Personal effectiveness to drive and coach for performance;
* A poised, credible and confident demeanour that reassures others; conveying an image consistent with the organisation’s vision and values;
* Emotional intelligence – establishing and sustaining trusting relationships and leveraging insights to effectively manage one’s own responses and reactions;
* Passion for results by driving high standards for individual, team and organisational achievement;
* Well-honed leadership abilities to drive implementation of strategy, exercise sound judgement and decision-making, build and empower successful teams, and facilitate change;
* Ability to influence and gain commitment.

## Required competencies

CSOF 7

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| **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.  |

CSOF 8 additional competencies

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| **Resource management/leadership** | Contributes to, or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.  |
| **Independence** | Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.  |

## Selection Criteria

### Pre-Requisites

1. **Education/Qualifications:** A doctorate and/or equivalent research and/or industry experience in food system, innovation systems, global change/sustainability related science.

### Essential Criteria

1. Demonstrated leadership and excellence in a relevant field of science, with a strong track record of outcomes and/or impact delivered.
2. Evidence of strong industry and/or government engagement and strategic relationship management that grows new impact opportunities and supports positive and sustainable public good and/or commercial outcomes.
3. Evidence of ability to strategically develop effective programs and opportunities that respond to national and global sustainability research challenges, drawing from knowledge in innovation systems, mission-oriented R&D.
4. Demonstrated experience in growing, reshaping and revitalising a capability area.
5. Successful development and leadership of a pipeline and portfolio of science, research and innovation on a national and international scale.
6. Proven ability to work effectively as an integral member and leader of large multi-disciplinary, regionally dispersed research teams, and foster an environment in which there is a high level of co-operation within and between teams.
7. Demonstrated ability to manage staff performance, contribute to strategic planning and oversee financial management, operationalise the strategic vision for staff, Post Docs and PhD students and gain commitment to the direction chosen.

### Desirable Criteria

1. Experience in leading multi-institutional initiatives

**For appointment at the higher salary level (CSOF8), Essential Criteria will also include:**

1. Demonstrated leadership and excellence in relevant field of science with an international research reputation and credibility
2. Demonstrated experience in mentoring research capability and leadership

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.
* 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:**

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is one of the world’s largest and most successful publicly-funded research and development organisations with locations across Australia and internationally. CSIRO is committed to complementing its world-class science capabilities with outcome-focused research that will generate economic, environmental and social benefits for Australia in a global context. At CSIRO you can be part of helping to solve big, complex problems that make a real difference to our future. We spark off each other, learn from each other, trust each other and collaborate to achieve more than we could individually in a supportive, rewarding, inclusive and truly flexible environment.

**CSIRO is a values-based organisation. You will need to demonstrate behaviours aligned to our values of:**

* Integrity of excellent science
* Trust and respect
* Creative spirit
* Delivering on commitments
* Health, safety and sustainability

This position is an indefinite position.

The preferred location for this position is Brisbane, although Canberra will be considered. The position will require travel between locations.

### CSIRO’s Commitment to diversity

We’re working hard to recruit diverse people and ensure all our people feel supported to do their best work and empowered to let their ideas flourish. For more on our Diversity and Inclusion strategy go to www.csiro.au/Diversity.

### Flexible working arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. For more information go to [www.csiro.au/Careers/The-CSIRO-Experience/Balance](http://www.csiro.au/Careers/The-CSIRO-Experience/Balance)

Relocation and immigration assistance will be provided to the successful candidate where required.