# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist – Molecular Plant Pathology |
| Job Reference | 76846 |
| Tenure | Specified Term until 30th June 2022 (with the possibility of extension to March 2024)  Full-time |
| Salary Range | AU$100k to AU$108k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra (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 currently residing in Australia * Australian Temporary Residents currently residing in Australia with work rights for the duration of the term (i.e. till 30th June 2022) and with no requirements for visa sponsorship. |
| Position reports to the | Senior Research Scientist, Crop Immunity |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Louise Thatcher via email at Louise.Thatcher@csiro.au  or phone +61 2 6218 3883 |
| 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.

CSIRO’s mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. The Research Scientist position is within the CSIRO Agriculture and Food Crop Immunity Group that is part of the Traits Program**.** This is a dynamic Program that develops and deploys traits to industry to sustain and enhance agriculture within Australia and across the globe. The Crop Immunity group works on solutions to major yield-limiting pest and disease problems of crops, with a focus on broad acre farming systems.

The Research Scientist will be a part of a larger, high performing, multidisciplinary project team working with agribusiness to research biofungicide production and evaluation in crop protection working on a range of long term projects. The project is led from Canberra with project nodes in Melbourne, Perth and Brisbane. The position will functionally evaluate biofungicides *in vitro* and *in planta* within controlled environments. Most activities will be laboratory, glasshouse and office based, but occasional field work requirements are expected.

### Duties and Key Result Areas

* Under limited direction, assist in research planning and carry out research investigations, requiring originality, creativity and innovation to functionally evaluate biofungicide formulations *in vitro* and *in planta*.
* Refine methods or tools (phenotyping, molecular or analytical) for biofungicide evaluation.
* Manage collection, processing and analysis of data from experiments conducted in the laboratory, controlled environments and the field.
* Lead and contribute to ensure timely project delivery including the conducting, interpretation and reporting of research results to an external client and other relevant stakeholders and the scientific community in peer-reviewed journals.
* Undertake in experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established in accordance with research design, or as required.
* 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 and project partners in different organisations and locations.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* 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.
* 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 molecular plant pathology, plant pathology, molecular microbiology or microbiology.
2. A strong background and demonstrated experience in designing and undertaking plant-fungal disease assays within controlled environments.
3. Demonstrated experience in molecular microbiology and molecular biology techniques for functional characterisation of plant or microbe traits.
4. Experience or a good understanding of co-ordinating field trials and working with contract research organisations.
5. Evidence of working effectively with research teams and supervising others, plus the motivation and discipline to carry out autonomous research.
6. Strong written and oral communication skills with a demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, or inventorship on patent applications.
7. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.

## **Desirable**

1. Experience and knowledge in genomics and/or analytical chemistry.
2. Experience or a good understanding of IP management.
3. A current driver’s licence.

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/
* The successful candidate must be willing and able to conduct overnight trips to field sites in regional locations.

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* 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)