# Position Details

## Research Consulting- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Techno-social Economic Lead (CSOF7) |
| Job Reference | 79221 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$141,949 to AU$157,055 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Newcastle NSW preferred, other locations considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Team Leader, Economic Modelling Team |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Luke Reedman at [luke.reedman@csiro.au](mailto:luke.reedman@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. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### Role Overview

CSIRO Energy is playing a key role in Australia’s energy transition. With work spanning from energy efficiency in buildings to the operation of electricity systems, the CSIRO team work across a large range of industries and application domains. Our research includes establishing costs of different technology pathways and modelling different future scenarios - this is often a contentious area and the successful candidate will lead stakeholder discussions and communicate this research.

The role of Research Consulting staff in CSIRO is to initiate, develop, lead and promote CSIRO's research capability for the benefit of Australia's economy, society/community and/or environment through strategic partnerships with industry. The primary responsibility of the role is the management and/or leadership of research, client relationships, staff and other resources. They provide scientific/research leadership, devise the research strategy, assume overall scientific responsibility for research, direct the work of others and interpret results. Research Consulting staff undertake the establishment and facilitation of multi-team and/or multi-organizational, collaborative research programs leading to the delivery of results to clients and report on and collaborate on the uptake of the research results. In addition, they play a lead role in securing project funds through their interactions with clients and prepare detailed research proposals and project reports.

Their time will be primarily dedicated to communicating the business unit’s research, listening to stakeholders and connecting the business unit to stakeholders interested in more deeply engaging. The new position will have two important outputs. Firstly, improving the quality of our communication activities by employing their natural inclination towards outreach. Secondly, broadening the audience for CSIRO’s research by focussing their efforts on connecting with different audiences.

The role will require good judgement in being able to communicate contentious issues in a contested space, balancing considerations of the scientific objectivity, the inherent uncertainties in the energy transition and empathy for the audience and their concerns.

### Duties and Key Result Areas

* Take into account social and economic factors and Government policy, analyse internal capabilities and use knowledge of the market to build on opportunities for ongoing work and generate new business.
* Develop and maintain business relationships with clients to ensure that research is aligned with client and business unit needs.
* Represent the CSIRO's interests in external forums and negotiate with other organisations to develop collaborative projects.
* Undertake media interviews on contentious issues when required.
* Through an understanding of client needs, promote the value of research and create the demand for CSIRO capability.
* Access to commercially sensitive information of CSIRO and/or research or commercial partners.
* Work with a long-term perspective when addressing clients' issues and balance immediate and long-term benefits in order to build relationships.
* Create new directions in the relevant field of research, develop business opportunities to the informal commitment stage and be involved in the formal contract negotiations.
* Generate options for change in sector research directions.
* May lead and/or participate in a number of projects simultaneously (including multi-disciplinary, multi-Business Unit or multi-organisational projects).
* 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:** 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:** 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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. A doctorate or equivalent experience in economic, social or physical sciences*.*
2. A background in research, engineering, communication or other relevant field.
3. Energy sector domain knowledge such as a general understanding of energy sources, technologies and common units and terms.
4. A history of professional and respectful behaviours and attitudes in a collaborative environment.
5. Excellent written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for complex proposals/ideas
6. The judgement to choose appropriate management strategies and communication styles to maintain high levels of motivation and productivity, giving feedback for development purposes and providing support for improvement.
7. An outstanding record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations of significant consequence.

## **Desirable**

1. Previous experience in a science communication or other outreach focussed role.
2. A strong ability to discuss complex or contentious topics with broad audiences.

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/

## **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 [Energy](https://www.csiro.au/en/Research/EF)