## Position Description

Australia’s National  
Science Agency

Principal Research Scientist (Plant Genomics) & Group Leader (Weed Management Systems), Biosecurity Program, Health and Biosecurity

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| The following information is for applicants | |
| Advertised Job Title | Principal Research Scientist (Plant Genomics) and Group Leader (Weed Management Systems) |
| Job Reference | 77804 |
| Tenure | Indefinite |
| Salary Range | Level 7: AU$141,949 to AU$157,055 pa + up to 15.4% superannuation (CSOF 7) |
| Location(s) | Brisbane, Canberra or Perth, Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates |
| Position reports to the | Research Director – Biosecurity |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 4 Team Leaders |
| Enquire about this job | Raghu Sathyamurthy via email at [raghu.sathyamurthy@csiro.au](mailto:raghu.sathyamurthy@csiro.au) or call +61 07 3833 5762. |
| 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. |

## **CSIRO Health & Biosecurity (H&B)**

We undertake world class multidisciplinary science, develop relevant IP and deploy innovative solutions through our national and global networks to address the complexity and interdependencies of human, animal and environmental health and biosecurity challenges across Australia and the world. 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.  
  
Health & Biosecurity’s portfolio of work drives impact through three key impact areas:

* Increasing Australia’s preparedness and responsiveness to health and biosecurity threats
* Accelerating the technologically and digitally driven transformation of Australia’s healthcare and biosecurity systems
* Improving the health and wellbeing of all Australians

More about [CSIRO Health and Biosecurity](https://www.csiro.au/en/about/people/business-units/health-and-biosecurity)

## **H&B – Biosecurity Program and the Weed Management Systems Group**

The Biosecurity Program in CSIRO Health & Biosecurity works to mobilise science and technology to support preparedness and response to biosecurity risks to agriculture and the environment. The Weed Management Systems group within the Program is a national group with teams across Brisbane, Canberra and Perth. The research across these teams spans the biology, ecology, genomics and management of weeds of agricultural and environmental significance.

### 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 Principal Research 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, as is a strong track record in innovative science. The senior scientist must be an entrepreneurial and collaborative science leader who has demonstrated commitment to progressing inclusion and promoting diversity.

The Principal Research Scientist (Plant Genomics) and Group Leader (Weed Management Systems) will work with teams in the group to creatively drive a new scientific research agenda, with a particular focus on delivering novel weed management solutions to support the impact areas of H&B. The focal area of interest/growth for the group into the future is the development of advanced genomics- and bioinformatics-enabled innovations in weed management to transform biosecurity systems.

This role will require a focus that is both external (ca 60%; as a science leader) and internal (ca 40%; as a people leader) to CSIRO. Externally, the role will work closely with team leaders to (a) develop a vibrant portfolio of outcome-focussed multi-disciplinary research; (b) build new research partnerships that attract investment; and (c) collaboratively lead projects to deliver impact aligned with the science and strategy of the Weed Management Systems group.

Internally, the role will form part of the Biosecurity Research Program Leadership Team (Research Director + Group Leaders) 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. The person in the role will be required to mentor scientists to plan, monitor and prioritise effort to deliver to H&B’s strategy.

## **Key Result Areas and Duties**

### Impact Science Leadership

* Build (with the Biosecurity Program leadership team, and external collaborators) research and innovation in weed management systems in Australia, by leveraging H&B and CSIRO capability, influence and connections to other institutes and partners where appropriate;
* Play a lead role in convening and coordinating national conversations around weed management systems;
* Responsible for building a portfolio of high impact projects in the area through securing external funding;
* Position CSIRO as a collaborative provider of research and innovation solutions for transforming weed management in Australia and internationally, as part of CSIRO’s [Missions](https://www.csiro.au/en/about/challenges-missions/Missions);
* Play a lead role in brokering public-private partnerships in development of novel weed management technologies and solutions;
* Lead (with other CSIRO colleagues) the development expertise related to weed management systems and biosecurity at all levels (undergraduate to PhD, postdoctoral fellows).

### Capability Leadership

* Communicate the vision and strategy of H&B and the Biosecurity Program to inspire staff and sustain and nurture awareness of H&B’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 for science-base solutions, monitoring science trends and stakeholder/customer needs, and building a high-performance culture;
* Attract, develop and retain world class talent which meets current and future needs of the Biosecurity program and H&B.

### Engagement & Partnerships

* Effectively engage with customers/stakeholders/partners and identify opportunities for future collaboration within and beyond CSIRO on the modernising biosecurity systems - including with other Programs, Business Units and beyond CSIRO (national and global innovation systems);
* Communicate the strategy and goals of the Biosecurity Program and H&B 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 weed management and biosecurity;
* Build strategic ad productive relationships within the organisation to execute the Biosecurity Program strategy, including fostering mobility and cross‐Business Unit deployment of staff;
* 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.

### Resource Leadership

* Support the Research Director in the management of financial resources, people, infrastructure and other assets to ensure their effective and efficient use;
* Ensure best practice governance and management of commercial activities and intellectual property of research activities;
* Manage delivery against milestones and appropriate quality standards across projects in the Group;
* Contribute to the development of science plans for future initiatives, and the long-term planning of future science infrastructure.

## **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:** 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.

## **Selection Criteria**

### Essential Criteria

1. A doctorate and/or equivalent research and/or industry experience in plant genomics or related discipline, with the potential to apply that knowledge/approach/technology to weed management systems.
2. Demonstrated leadership and excellence in their field of science, with a strong track record of translational outcomes and/or impacts.
3. 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.
4. Evidence of successful development and leadership of innovative mission-oriented R&D, that strategically responds to national and global challenges.
5. Demonstrated experience in growing, reshaping and revitalising a capability area.
6. Proven ability to work effectively as an integral member and leader of large multi-disciplinary, regionally dispersed research group, 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 (incl. PhD students and postdoctoral fellows) and gain commitment to the direction chosen.

### Desirable Criteria

1. Experience in working across multi-institutional, multi-country and multi-cultural contexts

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.

The preferred locations for this position are Brisbane or Canberra. 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.