# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Senior Research Scientist - Freshwater Ecologist |
| Job Reference | 71347 |
| Tenure | Indefinite |
| Salary Range | AU$113,338 to AU$132,811 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra or Adelaide preferred. Other locations may be considered. |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian and NZ Citizens, Australian permanent and temporary residents who are currently living in Australia. |
| Position reports to the | Team Leader |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Tanya Doody via email at Tanya.Doody@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. |

### 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. They may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. They 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.

As part of the Managing Water Ecosystems Group, the Freshwater Ecologist will apply their extensive experience in environmental flows research to deliver to science strategy, develop and lead new projects, and deliver into existing research initiatives. They will also be fundamental to building and maintaining both internal and external client relationship. Reporting to the Group Leader, they will lead projects that combine multiple sources of evidence (e.g. ecological, hydrological, climate), to guide management of rivers, wetlands and floodplains. This research will progress scientific understanding of the relationship between ecology, freshwater systems and environmental factors, with findings applicable for use in predictive models where outcomes can be translated to inform river and wetland ecology and management in Australia.

### Duties and Key Result Areas:

* Incorporate ecological understanding of freshwater systems, adapting and/or developing original concepts and ideas for existing and future research projects, across spatial scales including basin scale.
* Advance ecological understanding of freshwater systems through combination of a range of evidence sources, for use in predictive models.
* Develop or contribute to models and modelling, including systems scales, and decision-based support systems providing recommendations that can be used by water managers.
* Develop and lead research projects.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and Business Unit, to carry out tasks to support CSIRO’s scientific objectives.
* Produce high quality client reports and scientific papers suitable for publication in quality journals and for presentation at national and international conferences. Communicate findings to broader stakeholder audiences.
* 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 across a range of disciplines.
* Interact with key clients, (e.g. MDBA, CEWO, State Governments), other research programs in CSIRO Land & Water and across various Business Units within CSIRO and with external project-based research partners.
* Act as a trusted advisor, utilising knowledge of client’s business and understanding of their underlying needs.
* Anticipate industry and/or community needs and market direction through client liaison/networking and identify and adapt quickly to changes.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* 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.
* Undertake research, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
* 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:** 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:**Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

## **Selection Criteria**

#### Essential

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

1. A doctorate in ecology or relevant discipline area, with skills in freshwater ecology and modelling.
2. Extensive network and experience in environmental flows research particularly related to modified rivers, and an understanding of the research needs and ecological issues within Australian river systems.
3. A solid record of publications in quality, peer reviewed journals as well as client reports.
4. Demonstrated ability to develop and maintain stakeholder relationships, together with strong written and oral communication skills and the ability to publish results and present to a range of audiences.
5. Demonstration of ability to effectively work in multi-disciplinary teams, regionally dispersed research teams, and ability to undertake independent individual research, to achieve organisational goals.
6. A record of science innovation and creativity plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
7. Experience in developing new projects and in project management.
8. Experience in interacting with water planners and water managers.

## **Desirable:**

1. Knowledge of hydrology.
2. Knowledge of wider aspects of riverine and floodplain ecology.

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/

To be eligible for this position you must be willing and able to undertake field-based research. The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.

## **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 [Land and Water](https://www.csiro.au/en/Research/LWF)

**Our Values:**

CSIRO is a values-based organisation. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* + People First
  + Further Together
  + Making it Real
  + Trusted