# Position Details

## Research Projects- CSOF3 or CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Indigenous Research Projects Officer *(Affirmative Measure – Aboriginal and/or Torres Strait Islander)* |
| Job Reference | 72912 |
| Tenure | Indefinite, Full-time |
| Salary Range | Level 3 $64,866 to $82,566 pa + up to 15.4% superannuation  Level 4 $85,361 to $96,573 pa + up to 15.4% superannuation |
| Location(s) | Brisbane or Townsville |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | People of Australian Aboriginal and/or Torres Strait Islander descent (proof of Aboriginality will be required prior to confirming the appointment). |
| Position reports to the | Team Leader, Regional Catchments and Communities |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dr Marcus Barber, Principal Research Scientist at Marcus.Barber@csiro.au or phone +61 07 3833 5519 |
| How to apply | Apply online at <https://jobs.csiro.au/>  As part of your application, you are requested to provide the following:   * **Resume:** A current copy of your CV/Resume * **Covering Letter:** Outlining your motivations, relevant capabilities and experience in relation to the requirements in the **Position Details** * **Referees –** Please include contact details for at least one cultural and one professional referee.   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

This is an Indigenous Research Projects position that provides science support to Indigenous knowledge, Indigenous science, Indigenous enterprise development, regional prosperity and climate adaptation and resilience projects undertaken by CSIRO Land and Water. CSIRO Research Projects staff collaborate with other research staff, usually by assisting with detailed planning, implementation, and engagement tasks.

This is a great opportunity to be at the forefront of impactful research into strengthening Indigenous communities and we would not be able to achieve our goals without the critical perspectives of Indigenous and/or Torres Strait Islander people.

### Duties and Key Result Areas:

This position is focused on meeting Sustainability Development Goals, as well as wider Indigenous community aspirations. The position is explicitly understood to be a development role in which the appointee will be given mentoring and opportunity to build a long-term science career at CSIRO.

Key duties are to:

* Support research projects that address the emerging set of information needs for Indigenous enterprise development, regional prosperity, and climate adaptation and resilience. The position is particularly focused on the development of the Indigenous land and sea estate
* Support and participate in the ongoing development of L&W and CSIRO’s Indigenous Science agendas and initiatives
* Work collaboratively in multi-sited and interdisciplinary teams across CSIRO and its partners
* Undertake community-based and participatory fieldwork in multiple locations in rural and remote Australia, particularly focused on Northern Australia
* Undertake desktop work (literature reviews, data processing and entry, administrative tasks) to support science and impact goals
* Assist with workshops, meetings and other research events to deliver collaborative and Indigenous science
* Undertake local research partner and stakeholder liaison
* Follow existing and/or design new processes for adhering to Indigenous cultural protocols and other CSIRO protocols and ethical standards in research events
* Handle and protect culturally and/or commercially sensitive information shared with CSIRO
* 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

## **Required Competencies:**

* **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

## **Selection Criteria**

This position involves Indigenous collaborative on-ground field engagement, desk-based research and relationship building. The precise nature and duties of the position will be shaped to suit the best candidate. Core skills that will be sought will come from one or more of: development studies, business studies, anthropology, geography, Indigenous studies, natural and cultural resource management, digital, climate adaptation, law, policy analysis, and/or communications. The domain focus will be on-going and pipeline Indigenous enterprise development and regional prosperity projects that respond to strategic requirements in Northern Australia, the Great Barrier Reef, and the Murray Darling Basin.

#### Prerequisite

* Confirmation that you are of Aboriginal or Torres Strait Islander descent and identify as an Australian Aboriginal or Torres Strait Islander person.
* Are accepted as an Australian Aboriginal or Torres Strait Islander person in the community in which you live, or have lived.

#### Essential Criteria for Level 3 appointment

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

1. Relevant diploma or bachelor’s degree in development studies, business studies, anthropology, geography, Indigenous studies, natural and cultural resource management, digital studies, climate adaptation, law, policy analysis, and/or communications.
2. Skills in engaging and communicating sensitively with diverse groups of people, particularly regional and remote Aboriginal and/or Torres Strait Islander people.
3. An understanding of the issues affecting Aboriginal and/or Torres Strait Islander people.
4. Ability to travel to regional and remote areas for work for periods of up to 10 days.
5. Interest in a long-term career in the science of sustainable Indigenous social and economic development.
6. Work experience commensurate with opportunity.
7. A current driver’s licence.

#### Essential Criteria for Level 4 appointment

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

1. Relevant bachelor’s degree in development studies, business studies, anthropology, geography, Indigenous studies, natural and cultural resource management, digital studies, climate adaptation, law, policy analysis, and/or communications.
2. Extensive skills in engaging and communicating sensitively with diverse groups of people, particularly regional and remote Aboriginal and/or Torres Strait Islander people.
3. A deep understanding of the issues affecting Aboriginal and/or Torres Strait Islander people.
4. Ability to travel to regional and remote areas for work for periods of up to 10 days.
5. Interest in a long-term career in the science of sustainable Indigenous social and economic development.
6. Work experience commensurate with opportunity.
7. A current driver’s licence.

## **Desirable:**

1. Past experience working in an Indigenous community setting
2. Past experience engaging or working with natural scientists

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.

Confirmation of Aboriginality and a cultural referee will be required as part of the documentation process for the preferred candidate.

**Eligibility for affirmative measures positions:**

The filling of this vacancy is intended to constitute an affirmative measure under section 8(1) of the Racial Discrimination Act 1975 (Cth).  This vacancy is only available to Aboriginal and/or Torres Strait Islander people.

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Find out more about CSIRO [Land and Water](https://www.csiro.au/en/Research/LWF)