# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Indigenous Research Scientist *(Affirmative Measure – Aboriginal and/or Torres Strait Islander)* |
| Job Reference | 72921 |
| Tenure | Indefinite |
| Salary Range | $100,710 to $108,985 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Townsville (preferred), Brisbane (considered) |
| 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, Collaborative and Indigenous Science |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Ilisapeci (Pethie) Lyons via email at Ilisapeci.Lyons@csiro.au or phone +61 7 4059 5017 |
| 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 Scientist position that conducts 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.

The role of the Research Scientist is to undertake world-leading research activities in the domain of Indigenous science, Indigenous-led and co-developed science and the inclusion of Indigenous perspectives. You will work with teams that have strong foundations in collaborative and indigenous-led science and across diverse inter and transdisciplinary science practices.

The Research Scientist will contribute to the Land and Water (L&W) vision to develop science for vibrant Indigenous futures by addressing the national challenges of climate disaster and resilience, strengthening regional prosperity, and to contribute to the Closing the Gap strategies through sustainable Indigenous enterprises and resilient economies. 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.

We would like to hear from professionals, with a deep understanding of the issues affecting Indigenous Australians, from diverse fields of expertise including, development studies, business studies, anthropology, geography, law, policy analysis, and/or communications.

### Duties and Key Result Areas:

* Coordinate and implement a range of research projects that are focused on L&W strategy and impact and address key equity and sustainability challenges. Potential foci include developing a resilient Indigenous estate, Indigenous enterprise development under changing environmental values, and climate disaster and resilience that strengthen Indigenous participation
* Coordinate and participate in the ongoing development of L&W and CSIRO’s Indigenous Science agendas and initiatives
* Work with team members within the CSIRO Land and Water Business Unit and across partnering organisations to achieve project milestones, plan and execute workshops, and conduct local engagement initiatives
* Assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation
* Work collaboratively in multi-sited, regionally dispersed and interdisciplinary teams across CSIRO and its partners to deliver high impact science
* Undertake community-based and participatory fieldwork in multiple locations in rural and remote Australia, particularly focused on Northern Australia
* Lead and undertake desktop work (literature reviews, data processing and entry, administrative tasks) to support science and impact goals
* Write and contribute to written and visual communication materials, including reports, journal articles, fact sheets, online blogs, and videos for a variety of audiences
* Follow existing and/or design new processes for adhering to Indigenous cultural protocols and other CSIRO protocols and ethical standards in research events
* 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:** 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 response 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 changes.

## **Selection Criteria**

#### 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

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

1. Post-graduate degree or equivalent professional/cross-cultural experience in a relevant field (development studies, business studies, anthropology, geography, Indigenous studies, natural and cultural resource management, digital, climate adaptation, law, policy analysis, and/or communications)
2. Meaningful research, or equivalent experience, in Indigenous-led and participatory research and/or development in Australia (or participatory research and development with Indigenous Australians)
3. The ability to undertake regular community-based and participatory fieldwork in multiple locations in rural and remote Australia, particularly focused on Northern Australia
4. High-level cultural competency and ability to work effectively in relationships of trust and respect with Traditional Owners as First Nations People, with an understanding of the issues affecting Aboriginal and/or Torres Strait Islander people
5. Demonstrated understanding of key contemporary Indigenous equity and sustainability challenges such as a resilient Indigenous estate, Indigenous enterprise development, climate disaster and resilience, and strengthening Indigenous participation
6. Research publication track record, and the ability to identify publication pathways in client-focused work
7. High level written and oral communication skills with the ability to represent the research team effectively internally and externally, including the presentation of research outcomes at national and international conferences

## **Desirable:**

1. A current driver’s licence
2. A record of innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into investigations from both scientific and Indigenous knowledge systems
3. Demonstrated interdisciplinary and transdisciplinary research skills and capacities for collaboration with diverse disciplines and cultures

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)