# Position Details

## Research Projects- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Projects Officer (Identified Role – Indigenous) |
| Job Reference | 72921 |
| Tenure | Indefinite |
| Salary Range | Market Salary (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Townsville (preferred); Darwin, Brisbane, Canberra and Perth (considered) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship. CSIRO considers the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under *section 8(1) of the Racial Discrimination Act 1975 (Cth).* Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person. |
| 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 | 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**   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

The Research Projects Officer is part of the Collaborative and Indigenous Science team in Land and Water (L&W). The position will work with a diverse range of inter and transdisciplinary science teams and stakeholders. This role will contribute to a range of research project activities within the domain of Indigenous science and Indigenous-led and co-developed land and water science. It will also contribute toother projects aligned with L&W strategy in the areas of regional prosperity, climate change and disaster resilience, Indigenous knowledge and/or thriving natural systems.

The Research Projects Officer will contribute to the L&W vision of a science landscape in respectful partnership with Indigenous Australia by applying participatory and co-production methods in partnership projects addressing key national challenges. These may include challenges relating to climate and disaster resilience, strengthening regional prosperity, and contributing to the Closing the Gap strategies through sustainable Indigenous enterprises and resilient economies. This role will be at the forefront of impactful research and will be part of building research capacity with and for Indigenous communities.

The Research Projects Officer will have knowledge and understanding of Aboriginal and Torres Strait Islander people societies, culture and the issues affecting Aboriginal and Torres Strait Islander people and an ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander people and work respectfully in partnership to deliver organisational research goals and objectives.

### Duties and Key Result Areas

* Coordinate and/or support a range of research projects in areas such as land, sea, water or natural resource management, climate change and adaptation, disaster resilience, Indigenous economies, or environmental governance. Potential foci include developing a resilient Indigenous estate, Indigenous enterprise development under changing environmental values, and climate disaster and resilience that strengthen Indigenous participation.
* Participate in the ongoing development of L&W and CSIRO’s Indigenous Science agendas and initiatives through contributing to relevant discussions and initiatives, for example, the CSIRO Indigenous Science Community of Practice.
* Work with team members within the CSIRO Land and Water Business Unit and across partnering organisations to achieve project milestones like delivering workshops and reports, planning and executing workshops with project stakeholders, conducting local engagement activities such as meetings with community members, and developing video material or presentations to, or with, project partners.
* Build, design and develop experimental methods in the area of co-design and Indigenous-led approaches, adaption planning, and/or facilitating Indigenous values in environmental planning processes.
* Undertake community-based and participatory fieldwork in multiple locations in rural and remote Australia, particularly focused on Northern Australia
* Lead and undertake desktop work including literature reviews, data processing and entry, and 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
* Participate in project scoping and planning and make significant contributions to project plans and the design of project activities.
* Have a significant role in communicating research results in internal and external forums and, where applicable, contribute to and/or generate scientific papers.
* 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.
* Work collaboratively as part of a multi-disciplinary, geographically dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* Follow existing and/or design new processes for adhering to Indigenous cultural protocols and other CSIRO protocols and ethical standards in research events and maintain relationships with external partners
* 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.

## **Selection Criteria**

#### Essential

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

1. Relevant degree in a Science or Indigenous related discipline or an equivalent combination of qualifications, research or work experience. This would preferably be in an area such as land, sea, water or natural resource management, climate change and adaptation, disaster resilience, Indigenous economies, or environmental governance.
2. Demonstrated research experience or equivalent experience in Indigenous-led or co-developed research projects or programs, with evidence of good teamwork.
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. Demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander people societies, culture and the issues affecting Aboriginal and Torres Strait Islander people in Australian society.
5. Demonstrated ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander people and work respectfully in partnership to deliver organisational goals and objectives.
6. Good written and oral communication skills with the ability to represent the research team effectively internally and externally, including the presentation of research outcomes.
7. A current open class driver’s license.

## **Desirable**

1. Experience in writing research reports and/or supporting research publications.

## **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 team 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:** 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:** 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.

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.

Include if relevant:

* 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.
* The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
* The successful applicant is required to provide contact details of at least one Aboriginal and/or Torres Strait Islander Cultural Referee.

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