# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Senior Hydroclimate Scientist |
| Job Reference | 73465 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$115,605 to AU$135,647 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Black Mountain Laboratories, Canberra, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Team Leader, Catchment Hydrology Team |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact David Post via email at david.post@csiro.au or phone +61 2 6246 5751 |
| 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. 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 Senior Hydroclimate Scientist will contribute to research into the hydrological impacts of climate change and adaptation in the water resources and related sectors, particularly across the Murray-Darling Basin, a vitally important food bowl located in south-eastern Australia. The role will make scientific advancements in multi-disciplinary research, particularly at the interface of climate and water, and be expected to provide leadership in the impacts of climate change on water and the associated flow-on impacts to agriculture, society and the environment.

The Scientist will work on a range of externally-funded projects in south-eastern Australia, including the Water and the Environment Research Program (WERP) funded by the Murray-Darling Basin Authority, and the Victorian Water and Climate Initiative funded by the Victorian Department of Land and Water Planning.

### Duties and Key Result Areas

* Within general direction, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved research program with general direction as to the aims of the activities.
* Contribute to research into the hydrological impacts of climate change and adaptation in the water resources and related sectors.
* Contribute to and provide hydroclimate leadership to a range of internal and external projects/initiatives.
* Represent CSIRO externally, including in public forums, with industry, the research sector and with State and Federal Government.
* Act as a trusted advisor, utilising knowledge of the client’s business and understanding 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.
* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
* Maintain confidentiality when dealing with commercially sensitive information.
* 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, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* 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.

## **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 PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as hydrological science or environmental science.
2. Substantial experience researching climate change impacts on hydrology, and/or water resources adaptation to a changing climate.
3. Demonstrated experience in application of research directly informing management and planning in the water resources and related sectors.
4. Strong written and oral communication skills including the ability to make scientific presentations to audiences with scientific and non-scientific background.
5. Demonstrated ability to work in a multi-disciplinary team in order to meet deadlines and respond productively to changing requirements,
6. An ability to work independently to define and carry-out specific work goals.
7. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
8. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.

## **Desirable**

1. Emerging leadership and/or innovation in research.
2. Experience in delivering to projects funded by government and industry.
3. Knowledge of key water resources issues in Australia.

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.

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* 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)