# Position Details

## Research Consulting - CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Murray Darling Basin Indigenous Research Consultant *(Affirmative Measure – Aboriginal and/or Torres Strait Islander)* |
| Job Reference | 74587 |
| Tenure | Indefinite, Full-time |
| Salary Range | AU$ $139,166 to AU$ $153,975 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra |
| 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). |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dr Carmel Pollino, Research Director (02 6246 4147or [Carmel.Pollino@csiro.au](mailto:Carmel.Pollino@csiro.au))  Dr Pollino welcomes contact by phone or email to discuss the role with prospective candidates. |
| 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

The Murray Darling Basin (MDB) Indigenous Research Consultant is responsible for enhancing the Land & Water Business Unit’s leadership in Indigenous-led, co-developed and Indigenous science, as well as growing opportunities for the Business Unit to support key Indigenous partners focused on developing the Indigenous land and sea estate. The position will provide essential Indigenous understanding and strategic direction to the shaping and delivery of Land & Water’s research agenda in the Murray Darling Basin.

The Indigenous Research Consultant will coordinate the Business Unit’s vital contributions to the emerging CSIRO Indigenous Science Program and provide leadership to the Business Unit’s own strategic Indigenous Futures initiative. They will also be the go-to person for Land & Water’s participation in the Indigenous Engagement Implementation Committee and collaboration with the Office of Indigenous Engagement.

More broadly, the role of the staff in the Research Consulting functional area is to initiate, develop, lead and promote CSIRO's research capability for the benefit of Australia's economy, community and environment through strategic partnerships with industry. Their primary responsibility is the management and leadership of research, client relationships, staff and other resources.

They provide scientific leadership, devise the research strategy, assume overall scientific responsibility for research, direct the work of others and interpret results. They undertake the establishment and facilitation of multi-team, collaborative research programs leading to the delivery of results to clients. They have an in-depth knowledge of the key drivers and sensitivities of their industry partners and have the ability to influence their strategic direction. They are willing and able to suggest alternative solutions. They seek advances to scientific knowledge and are receptive to original and innovative concepts of others. They recognise and exploit opportunities for innovation and generate new theoretical perspectives. They pursue new ideas and approaches that create new concepts and opportunities that are not obvious to others. They build and maintain alliances and networks that provide an up-to-date awareness of advances in technology and ideas. They report on and collaborate on the uptake of the research results. They have a lead role in securing project funds through their interactions with clients and they prepare detailed research proposals and project reports. They acquire a breadth and depth of scientific interests, an awareness of potential application of their research and the capacity to vary their scientific interests and skills to suit research and industry priorities.

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:

* Provide essential Indigenous understanding and strategic direction to the shaping and delivery of Land & Water’s research agenda in the Murray Darling Basin.
* Work with other senior scientists and collaborators to lead the ongoing development of Land & Water’s strategic research directions for Indigenous-led, co-developed, and Indigenous science, including the strategic Indigenous Futures initiative.
* Facilitate the design and implementation of suitable Indigenous-led governance for Land & Water’s Indigenous science directions and Indigenous initiatives.
* Continue to strengthen and enhance Land & Water’s leadership in research supporting key Indigenous partners focused on developing opportunities from the Indigenous land and sea estate.
* Coordinate Land & Water’s influential leadership role in the development of the cross-CSIRO Indigenous Science Program and any future investment in this, in collaboration with CSIRO’s Office of Indigenous Engagement.
* Identify issues underpinning Land & Water’s capacity for appropriate and effective Indigenous engagement and work with Human Resources staff and the leadership team to progress pathways to address them.
* Develop and scale opportunities for research in Indigenous science across a cohesive portfolio of work driven by Indigenous priorities.
* Represent Land & Water’s Indigenous research internally and externally and build business opportunities and relationships with key partners.
* 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, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Required Competencies:**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **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. Relevant Doctor of Philosophy or equivalent practical experience in developing and promoting Indigenous scientific research agendas, within the context of the Murray-Darling Basin
2. Evidence of the ability to lead operations, people and business activities across an organisation and coordinate complex internal and external stakeholder management, demonstrating strong engagement skills with Indigenous Australia, and strategic relationship management capability.
3. Demonstrated leadership within a multi-disciplinary team environment; and a track record in supporting the growth of Aboriginal and/or Torres Strait Islander staff.
4. An understanding of the issues affecting Aboriginal and/or Torres Strait Islander people and an ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander people.
5. Experience of:
   1. Successful engagement with diverse government and industry clients
   2. Indigenous corporate and community collaborations with industry
   3. Research culture leadership and change
   4. working with Indigenous perspectives to reframe existing research agendas, reveal new research questions and develop innovative, culturally-inclusive methods for pursuing broad research agendas.
6. Ability to develop and lead strategic portfolios of work.
7. Excellent collaboration skills.

**Desirable Criteria**

1. Managerial and/or commercial qualifications and significant experience and depth of understanding of science either from a research or industry perspective.

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.

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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