# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Principal Research Scientist: Environmental Organic Chemist |
| Job Reference | 76930 |
| Tenure | Indefinite, Full-time |
| Salary Range | AU$141k - AU$157k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Waite Campus, Adelaide |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Jason Kirby |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 2 |
| Enquire about this job | Dr Jason Kirby via email at Jason.Kirby@csiro.au or phone +61 8303 8478 |
| 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.

**A Principal Research Scientist is** **required to ensure the continued success of the Environmental Assessment and Technologies Group in the Industry Environments Program in delivering integrated science on organic pollutants of concern in Australian environments to enable** sustainable developments and stewardship of land, water, ecosystems, and communities. The position is also needed to provide support and mentorship to early/mid-career scientists to prioritise research and deliver impact for national benefits**. The position is critical to deliver science and trusted advice to government agencies, industries, and community on environmental risks of organic pollutants in the Australian environment. The position will be based at the** Waite Campus, Adelaide, Australia.

The Industry Environments Program in CSIRO’s Land and Water Business Unit delivers environmental management and biotechnology solutions to ensure industry sustainability, clean productive futures, reduced environmental legacy, effective mitigation strategies and protection of human heath and the environment.

### Duties and Key Result Areas

* Initiation, development, and management of projects to deliver science and impact on the assessment and management of organic pollutants of concern in Australian environments for responsible and sustainable industries (i.e., Defence, Oil&Gas, Mining, and Waste sectors).
* Undertake leading edge scientific research and maintain active collaborations in order to access/share leading edge concepts and technology to advance project goals.
* Undertake feasibility studies, demonstrating a considerable degree of originality, creativity, and innovation in solving problems and introducing new directions and approaches.
* Identify and secure projects with clients and collaborators to understand and address national and international environmental pollutant challenges.
* Provide science leadership to achieve scale, identity opportunities, and achieve impact.
* Engage and communicate with key clients and organizations to identify challenges, prioritise science and deliver impact for a range of stakeholders.
* Recognised national authority and trusted advisor in their area of expertise.
* Maintain active national and international research collaborations in order to access/share leading edge concepts and technology to advance projects, achieve scalability, new opportunities, and impact.
* Work collaboratively as part of collaborative and multi-disciplinary teams to successfully deliver science and impact.
* Publish science finding in national and international recognized journals and communicate findings to a range of internal and external government, industry, and community stakeholders.
* Provide supervision and support to staff to successfully achieve project deliverables and outcomes.
* Undertake project risk assessments as required to identify hazards and risk mitigation measures and comply with safe operating procedures to work safely without compromising own and others’ safety.
* 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.
* 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. A PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as organic chemistry, organic analytical chemistry, trace organic pollutants, environmental chemistry, or organic risk assessment.
2. Experience in leading and managing research projects that examine organic pollutants in the environment.
3. Demonstrated ability to undertake original, creative, and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
4. Demonstrated experience in initiating, securing, and delivering on research projects that determine the sources, fate, and behaviour of organic pollutants in the environment.
5. The ability to think strategically for decision-making and planning for scale, opportunities, and impact.
6. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
7. Established strong networks with national and/or international scientific community in the relevant field.
8. The ability to work effectively independently or as part of a multi-disciplinary project team, plus the motivation and discipline to carry out autonomous research.
9. Experience in responsible and ethical behaviour in research, inclusiveness, and work health and safety practices and procedures.

## **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.

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 Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e., IELTS test; https://ielts.com.au/).

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Land & Water](https://www.csiro.au/en/about/people/business-units/Land-and-Water) for more information.

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* People First
* Further Together
* Making it Real
* Trusted