# Position Details

## Research Projects- CSOF4

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| The following information is for applicants |
| Advertised Job Title | Research Projects Officer – Field Vegetation Ecologist |
| Job Reference | 78022 |
| Tenure | IndefiniteFull-time |
| Salary Range | AU$85k to AU$96k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Townsville QLD |
| 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 Sustainable Northern Australia |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Rebecca Bartley via email at Rebecca.Bartley@csiro.au or via text phone +61 427223100Or Brett Abbott at Brett.Abbott@csiro.au or via text phone +61421967281 |
| 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 or call 1300 984 220. |

### Role Overview

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Field Vegetation Ecologist will join CSIRO Land & Water in the Living Landscapes Program and be based in Townsville. The Living Landscapes Program brings together terrestrial ecologists and landscape biophysical scientists – providing capability in whole-of-system, scalable approaches to monitoring, assessing, evaluating and reporting on land and ecosystem outcomes.

The Field Vegetation Ecologist will contribute to a range of projects which will include large, transdisciplinary and multi-institutional projects. The role will provide botanical taxonomic and vegetation survey skills to these projects. Many of the projects will be located in Northern Australia and involve field experimental design and implementation, vegetation sampling and monitoring, plant identification (native and non-native species), remote field work, and engagement and collaboration with Queensland and local Government staff and landholders, including Traditional Owners.

### Duties and Key Result Areas

* Undertake fieldwork, primarily in Northern Australia, to collect metrics on vegetation and landscape condition, including vegetation species identification.
* Engage and collaborate with a range of stakeholders to identify appropriate field sites, organise site access and communicate with landholders.
* Analyse collected field data by applying techniques such as GIS, remote sensing and appropriate statistical analysis. Meta data collation will also be required.
* Assess vegetation structure, function and condition using a combination of field and desktop approaches and document the methods and results into reports and publications.
* Lead field trips, and be responsible for the HSE documentation and planning, often to remote regions for multiple days/weeks.
* 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:** 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:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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**

#### Essential

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

1. A relevant degree or equivalent relevant work experience in environmental science or fields such as ecology or botany.
2. Demonstrated experience in identification of Australian flora, with emphasis on Northern Australian ecosystems, designing and leading field vegetation surveys, specimen collection and identification methods, and data collection and management systems.
3. Proven experience in the interpretation and analysis of vegetation data.
4. Knowledge and experience in using GIS and remote sensing products to support the design, collection and analysis of field data.
5. Good oral and written communication skills with the demonstrated ability to communicate results and generate written reports.
6. Proven ability to work in a team environment or independently and to allocate resources and tasks to achieve project goals.
7. A current driver's licence.

## **Desirable**

1. Plant matter preparation for identification by Queensland herbarium.
2. 4WD experience or certification (or willingness to obtain).
3. Remote First Aid experience or certification (or willingness to obtain).
4. Skills in statistical analysis of vegetation field data using R.
5. Use of drones (CASA license) in collection of remote sensed data (or willingness to obtain).

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.
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
* To be willing and able to travel domestically and undertake fieldwork, often in remote locations for periods up to two weeks at a time.

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* 1. People First
	2. Further Together
	3. Making it Real
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