# Position Details

## Research Projects- CSOF4

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Groundwater Hydrologist |
| Job Reference | 78402 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$87,068 to AU$98,504 pa + up to 15.4% superannuation |
| Location(s) | Adelaide SA, Brisbane QLD or Perth WA |
| 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 – Risks to Groundwater Resources |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact **Dr Kate Holland** via email at [kate.holland@csiro.au](mailto:kate.holland@csiro.au) or phone **+61 8 8303 8736** |
| 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

Research projects staff in CSIRO 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 Groundwater Hydrologist will work with CSIRO research scientists, project staff and CSIRO clients to develop and deliver projects as part of the ‘Risks to Groundwater Resources’ team.

The ‘Risks to Groundwater Resources’ Team provides integrated assessments of risks to groundwater quantity and quality to support sustainable development and resilient management of groundwater resources and dependent environments. This will include contributions to the Strategic Basin Program (SBP) to improve the knowledge base and understanding of the environmental and geological systems for the Australian Government’s $28.3 million [Strategic Basin Plans](https://www.industry.gov.au/policies-and-initiatives/supporting-australias-resources-sector) initiative.

The Groundwater Hydrologist will have opportunities to engage with other researchers and contribute to groundwater management projects including, but are not limited to, regional-scale water resource assessments in Northern Australia and the Murray-Darling Basin. By developing and applying data-driven solutions to diverse research problems, they will help develop novel solutions using fit-for-purpose products often at a regional scale.

### Duties and Key Result Areas:

* Contribute to large multidisciplinary projects, including regional-scale integrated assessments; cross-disciplinary integration of groundwater hydrology (contaminants, ecology, geology and hydrogeology); and analysis and interpretation of regional-scale groundwater models.
* Make significant contributions to the interpretation and communication of research or technological results and may collaborate on drafting presentations to, and/or detailed written reports for, clients and the scientific and/or technology community.
* Under general direction participate in planning projects and accept responsibility for the scheduling and completion of major parts of projects, including allocating and directing tasks where appropriate.
* Under the direction of senior research scientists, contribute to scientific research that integrates spatial, field, remotely sensed and modelled data to enhance regional-scale integrated assessments with a focus on risks to water and the environment.
* 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 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. Bachelor’s degree with honours in Science or Engineering, and/or equivalent relevant work experience in groundwater hydrology.
2. Demonstrated ability to analyse and visualise groundwater data using a variety of software packages, e.g., spatial analysis in ArcGIS or QGIS, data analysis and visualisation in Python, R, Matlab or similar.
3. Demonstrated ability in aspects of project planning and delivery e.g., scheduling work and monitoring tasks in Microsoft Project, preparing agendas and minutes of meetings, using databases to keep track of data and citations.
4. Demonstrated ability to cultivate productive working relationships with a variety of stakeholders, e.g., clients in government, partners in industry and colleagues in other science organisations.
5. Record of co-authorship on scientific journal publications and/or technical reports.

**Desirable:**

1. A PhD or master’s degree in a relevant field such as engineering, geology, hydrogeology, groundwater modelling, ecohydrology, environmental science or similar.
2. Knowledge of groundwater hydrology (preferably at a regional-scale), and an ongoing interest in regional-scale integrated assessment.
3. Experience in the development, calibration and uncertainty analysis of regional scale groundwater models
4. Knowledge of water resource management, including the onshore gas industry in Australia and Environmental Risk Assessment principles.

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.

## **About CSIRO:**

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 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)