# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist – Mineral Processing |
| Job Reference | 78541 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$102,724 to AU$111,165 pa plus up to 15.4% superannuation |
| Location(s) | Waterford, Western Australia (Whadjuk Noongar Country) |
| 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 – Precious Metals |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Xianwen Dai via email at [Xianwen.Dai@csiro.au](mailto:Xianwen.Dai@csiro.au) |
| 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. |

### Acknowledgment of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### Role Overview

The role of Research Scientist Staff in CSIRO is to bring diversity of thought, ideas, and lived experiences to support the delivery of innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. As a Research Scientist 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 Research Scientist, in this role, will be working in the area of mineral processing, with a particular focus on battery metals, including nickel, copper and lithium. Working harmoniously alongside others, they will help to conceive, develop, and refine environmentally sustainable and economically efficient extraction and/or purification processes for Australian mineral resources.

CSIRO recognises that Aboriginal and Torres Strait Islander peoples have made and will continue to make extraordinary contributions to Australian culture, economy and science and that it is everyone’s responsibility to promote and embed the vision of ‘A science landscape in respectful partnership with Indigenous Australia delivering innovative, sustainable, holistic solutions to meet our greatest national challenges’.

While working at CSIRO, you will be able to create a dynamic career path leveraging from your own experiences and identity while being supported to deliver against CSIRO’s strategies. You will have access to a range of world-class facilities based at local universities where CSIRO has collaborative arrangements in place, and at other CSIRO sites across Australia.

### Duties and Key Result Areas:

* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Under limited direction, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Address problems promptly and in a constructive manner, select the most profitable lines of attack upon a problem, and prepare detailed design proposals and experimental protocols.
* Undertake experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established in accordance with research design and objectives, or as required.
* Draw on professional expertise, knowledge of other disciplines and research experience, recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* 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.
* Maintaining confidentiality in relation to commercially sensitive information (including intellectual property) of CSIRO and/or research or commercial partners
* 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:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **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. Relevant PhD or master’s degree and/or equivalent work experience in Chemistry, Metallurgy, Mineral Processing or Engineering.
2. Demonstrated history of maintaining health and safety requirements while working in a hazardous environment.
3. Experimental proficiency in various hydrometallurgical processing activities.
4. Demonstrated ability to safely work unsupervised with a high level of organisational and time management skills.
5. Competency in MS Office programs including Word, Excel, PowerPoint.

## **Desirable:**

1. Significant hands-on experience in the mining industry and/or mining-related research.
2. Demonstrated project management experience.
3. Practical expertise with hydrometallurgical solvent extraction.
4. Business acumen.
5. Proven innovation capability.
6. Familiarity with AI and digital systems.
7. Modelling (e.g., SysCAD)/flowsheeting skills/experience.

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. Visit [CSIRO Online](http://www.csiro.au/) and CSIRO [Mineral Resources](https://www.csiro.au/en/Research/MRF) 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