# Position Details

## Research Projects- CSOF4 or CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Projects Officer: International Fisheries |
| Job Reference | (to be entered by your Recruitment Consultant) |
| Tenure | Indefinite Full-time |
| Salary Range | Level 4: AU$85,361 to AU$96,573 pa + up to 15.4% superannuation  Level 5: AU$100,710 to AU$108,985 pa + up to 15.4% superannuation |
| Location(s) | Hobart, Tasmania |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader: Pelagic Predator Spatial Dynamics |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Campbell Davies:  Phone: (03) 62325044  Email: [Campbell.Davies@csiro.au](mailto:Campbell.Davies@csiro.au)  Karen Evans:  Phone: (03)62325007  Email: Karen.Evans@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. |

### 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.

CSIRO Oceans and Atmosphere, through the Coasts and Ocean Research Program, is recognized internationally for its strategic and applied fisheries science and management advisory roles. The program has strong collaborative relationships and research activities with Indian and Pacific Ocean coastal states, other research agencies working throughout the Indian and Pacific Ocean region and relevant regional fisheries management organisations.

This role involves working closely with project leaders primarily within the International Fisheries domain to deliver research projects, advisory services and capacity building in fisheries science and management. This Research Projects Officer: International Fisheries role includes being the primary point of contact for day-to-day communication and coordination of collaborative projects and related activities throughout the Indian and Pacific Ocean region, with initially a focus on Indonesia. As such, in addition to a sound background in fisheries science, the position requires an understanding of working in developing country contexts in the Pacific/SE Asia and the associated cultural sensitivities, and familiarity with the administrative processes for conducting research in Indonesia and/or other countries across the region. Ideally, the successful candidate would also have Bahasa Indonesian language skills.

Applications are invited across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience.

### Duties and Key Result Areas:

* Working closely with project leaders in the International Fisheries portfolio to develop and deliver collaborative research projects and capacity building activities with Indian and Pacific Ocean coastal states, in particular Indonesia, including:
  + Contributing to the scoping of new project opportunities and the development of project proposals, focused on fisheries science and fisheries management capability and capacity development;
  + Participating in project planning and delivery, including remote field work, obtaining the necessary permits for operating in Indonesia and other Indian and Pacific Ocean coastal states and exchanging research samples with coastal states, collecting, managing, analysing and curating data and samples;
  + Acting as the primary point of contact for day-to-day communication and coordination of collaborations and project implementation in Indonesia and other Indian and Pacific Ocean coastal states;
  + Contributing to maintaining and expanding fisheries science networks in Indonesia other priority Indian and Pacific Ocean coastal states, regional fisheries management organisations, related scientific bodies and international non-government organisations;
  + Contributing to the training of coastal state fisheries scientists, initially in the areas of pelagic fish (tuna and billfish) population biology, design and implementation of catch reporting systems and of development of harvest strategies and application management strategy evaluation.
* Participate in fisheries science projects more broadly in the international fisheries portfolio including:
  + leading components of projects focused initially on establishing biological parameters and estimating structure and connectivity in marine populations;
  + contributing to the designing and implementation of large-scale sampling programs in collaboration with coastal state and regional partners;
  + contributing to the quantitative analyses and management of resulting datasets (some of which will be highly complex and large in size).
* Participate in communicating results in internal and external forums and contribute to scientific papers.
* 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.

**For appointment at the higher salary level (CSOF5), duties will include:**

* A higher level of responsibility in:
  + The scoping of new project opportunities and the development of project proposals, from concept to final submission;
  + Leading project planning and delivery, including leading remote field work;
  + Leading the training of coastal state fisheries scientists.
* Have a significant role in communicating results in internal and external forums leading and contributing to scientific papers.

## **Required Competencies:**

**CSOF 4**

* **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.

**CSOF 5 additional Competencies**

* **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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.

## **Selection Criteria**

#### Essential

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

1. Bachelor’s degree or relevant work experience in fisheries science with approx. 5 years’ work experience;
2. Demonstrated experience in leading components of projects focused on fisheries science topics in support of fisheries management, in any of the areas of
   1. Establishing biological parameters;
   2. Sampling design and data management systems;
   3. Approaches for estimating structure and connectivity in marine populations;
   4. Fishery catch reporting systems and fisheries management frameworks;
3. Demonstrated statistical skills and proficiency in the use of databases;
4. Demonstrated ability to operate effectively, safely and with appropriate cultural sensitivity on overseas travel missions and field work, including diplomatically managing administrative systems and approval processes, demanding logistics and potential in-country risks with high level of responsibility and independence;
5. Demonstrated ability to work in a multi-disciplinary team environment and cooperate with others to achieve objectives using shared resources;
6. Demonstrated ability to collaborate with other teams including international project partners, industry and/or NGO colleagues and funding agencies;
7. High-level written and oral communication skills with the ability to represent the research team effectively internally and externally, including at national and international conferences;

**For appointment at the higher salary level (CSOF5), Essential Criteria will also include:**

1. A post-graduate degree or relevant work experience in fisheries science with approx. 10 years relevant work experience;
2. Demonstrated use of large complex databases and proficiency in the use of statistical/programming frameworks such as R, C++, Python etc.
3. Demonstrated experience in leading projects focused on fisheries science topics in support of fisheries management, in any of the areas of
   1. Establishing biological parameters;
   2. Sampling design and data management systems;
   3. Approaches for estimating structure and connectivity in marine populations;
   4. Fishery catch reporting systems and fisheries management frameworks.

## **Desirable:**

1. Beginner level of fluency in Bahasa Indonesia, or proven aptitude for acquiring foreign language skills and a willingness to learn Bahasa;
2. A sound understanding of/experience with fisheries management and regional fisheries management organisations;
3. Demonstrated experience in leading remote area field work;

Special 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.
* 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/
* To be eligible for this position you must have the ability and willingness to travel overseas (once this is possible in light of the COVID-19 pandemic and CSIRO operational responses to the pandemic) for a minimum of one week at a time, multiple times per year (the amount and duration of travel will depend on number of projects and associated travel demands)

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)