# Position Details

## Research Projects - CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Project Scientist – Coral Reef Ecology |
| Job Reference | 75250 |
| Tenure | Specified Term of 12 months with possible extension |
| Salary Range | AU$100,710 to AU$108,985 + up to 15.4% superannuation |
| Location(s) | Brisbane (St Lucia), QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents currently residing in Australia * Australian temporary residents who are currently residing in Australia and have the right to work for the expected duration of the term (until 30th June, 2022), with no requirement for sponsorship |
| Position reports to the | Senior Research Scientist, Management of Impacts of Biodiversity |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 1 |
| Enquire about this job | Contact Christopher Doropoulos via email at christopher.doropoulos@csiro.au or phone 07 3833 5652 |
| 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 collaborates 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 Project Scientist will conduct detailed planning, development, preparation and undertaking, and report writing to deliver research for two projects related to coral larvae capture, culture, and deployment. The Moving Corals project is part of the Reef Restoration and Adaptation Program, based on the Great Barrier Reef, and co-led with Southern Cross University. The Maldives Coral Larvae Restoration project is funded through the Department of Foreign Affairs and Trade (DFAT) and conducted in collaboration with the Maldives Marine Research Institute. The opportunity is based in Brisbane as part of the Coasts and Ocean Research (COR) Program of the Oceans and Atmosphere Business Unit, within the domain of Nature-based Solutions for Coastal Protection and Restoration.

Under the guidance of the Senior Research Scientist, the Project Scientist will lead the conduct of research and training into the use of coral larvae for reef restoration. Activities on the Great Barrier Reef will involve the organisation and testing of equipment, methodologies, and their outcomes on the use of capturing, culturing, and deploying coral larvae in our collaborative project with Southern Cross University. Activities directed towards the Maldives will focus on preparation of activities, equipment, and training of local stakeholders in the cultivation of coral larvae for reef restoration in our collaborative project with the Maldives Marine Research Institute. For both projects, as well as delivering to specific milestones, there will be intellectual freedom to test innovative ideas.

The position is currently funded for 12 months with high probability of further extension.

### Duties and Key Result Areas:

* Under the direction of senior research scientists, carry out impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes for coral reef restoration.
* Conduct the detailed planning, preparation and undertaking of research and training for the use of coral larvae for coral restoration at local to reefal scales.
* Analyse results from associated field trials to determine the effectiveness of different techniques used to capture, culture, and deliver coral larvae to reefs.
* Assist in the delivery of project milestones and report writing of the above work.
* Contribute to high quality scientific and/or engineering papers suitable for publication in quality journals.
* Contribute to the development of innovative concepts and ideas for further research.
* Make a contribution to the effective functioning of the research team and help deliver CSIRO’s organisational objectives and plans.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO.
* Communicate 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, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm 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 team 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:** 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.
* **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 degree or equivalent experience in Coral Reef Ecology.
2. Licences: Driver’s and SCUBA Diving.
3. Experience in collecting, culturing, and settling coral larvae.
4. Experience in developing, organising and applying practical innovations to test research questions.
5. Experience in organising and leading field work and equipment.
6. Experience designing experiments, analysing and synthesizing the data.
7. Experience in writing reports, writing manuscripts, and delivering to project milestones.

## **Desirable:**

1. Higher degree in Marine Ecology.
2. Boat licence.
3. Experience working with different levels of stakeholders – from community, to government, to industry.
4. Experience working in complex and ambiguous environments, whilst maintaining productivity and demonstrating resilience and positivity.
5. **The ability to work effectively as part of a multi-disciplinary, potentially regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.**

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.

This role involves large amounts of field work and the successful candidate must be willing and able to travel as needed and be away from base for up to three weeks at a time if necessary.

The successful candidate will be required to undertake a Commercial Dive Medical prior to commencement.

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

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