# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist – Quantitative Coastal Ecologist |
| Job Reference | 79614 |
| Tenure | Specified Term of 5 years  Full-time |
| Salary Range | AU$102k to AU$111k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane (Dutton Park or St Lucia) QLD or Perth (Crawley) WA |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All candidates |
| Position reports to the | Team Leader and Group Leader |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Rodrigo Bustamante via email at [rodrigo.bustamante@csiro.au](mailto:rodrigo.bustamante@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. |

### Acknowledgement 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 a Research Scientist in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. 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.

Research conducted within CSIRO Oceans & Atmosphere (O&A) provides for the large-scale multidisciplinary sciences that inform the use and conservation of Australia's marine environments. We develop tools for decision making in coastal-marine regions and provide scientific support to and industries, society and authorities responsible for the sustainable management and use of Australian biodiversity and national and international fisheries.

The Research Scientist – Quantitative Coastal Ecologist role will support delivery of a diverse array of projects within Australia and internationally. A particular focus will be current and future development of restoration and nature-based solution (NbS) initiatives, particularly coral reefs, mangroves, benthic habitats, seagrasses, etc. The position join Coasts and Ocean Research Program (COR) that provides scientific knowledge and tools to support sustainable development of Australia's coastal and marine resources, including monitoring and mitigation of environmental impacts, observational and modelling capabilities to assess and anticipate the dynamics and vulnerability of coastal assets, conservation of marine biodiversity and supporting future blue industries. Together with multi and transdisciplinary teams of scientists and partners, the position will focus on established, emerging, and novel aspects of our coastal-marine science discovery and delivery.

The Research Scientist will collaborate across CSIRO, Government, academia and industry partners to develop new tools for coastal management and conservation and restoration strategies.

### Duties and Key Result Areas

* Under the supervision of more senior researchers, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Contribute to the delivery and development of projects aligned with research priorities in restoration and NbS on coral reefs, mangroves, seagrasses, and other coastal marine habitats.
* Contribute to the science and delivery of projects resulting from partnerships and collaborations across Australia and internationally within the COR program.
* Carry out impactful research of strategic importance to CSIRO with the aim of delivering novel and important scientific outcomes and sustainable management of coastal marine ecosystems
* Undertake fieldwork including diving and boating as required.
* Promote new collaborations and foster existing relationships across CSIRO and with other research partners
* Draw on professional expertise, knowledge of other disciplines and research experience to recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Participate in identification of further opportunities which arise from their research and may initiate new lines of research.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Represent CSIRO at leading national and international conferences and forums as agreed with your line manager and/or project leads.
* Maintain confidentiality when working with commercially sensitive information.
* Undertake experimental and/or observational research activities and may supervise and/or train others to ensure experiments are established in accordance with research design.
* May provide supervision and coaching to students and technical staff.
* 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 responses 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 change.

## **Selection Criteria**

#### Essential

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

1. A PhD (or an equivalent combination of qualifications and research experience) and postdoctoral/industry experience in a relevant field such as Marine Ecology or Environmental Management
2. Research experience in support of, or applied to, the sustainable management of species, habitats and ecosystems.
3. Demonstrated experience in the uses of numerical and data analytics approaches to improve coastal-marine processes understanding (e. g. spatial and temporal data analyses and modelling techniques, understand and predict environmental, human-induced changes and impacts, ecological dynamics of coastal and shallow subtidal habitats and systems).
4. Good oral and written communication skills including:
   1. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
   2. The ability to represent the research effectively internally and externally, including the presentation of research outcomes at national and international conferences
5. Ability to contribute to business development and/or project development, including leadership, client and stakeholder engagement, resource planning and management.
6. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
7. Ability to work effectively as part of multi-disciplinary, regionally dispersed research teams, plus the motivation and discipline to carry out autonomous research.

**Desirable**

1. Demonstrated capacity to participate in, support and lead/or conduct field and experimental research, operate in remote locations, applying observational and experimental techniques for field ecology and natural resource sciences.
2. Experience and skills in processing of experimental design, quantitative and numerate analyses, time series modelling, remotely sensed spatial data and analytical software (e. g. statistical packages, R, Matlab, GIS, DBs, Python and Java).
3. Experience and skills in the use of contemporary software, such as Java, Python, C/C++, including in or support of developments in programming languages, code management and code repositories.
4. Demonstrated expertise, or contributions to ecological modelling (e. g., ecological, bio-physical, socio-ecological) and application to coastal-marine quantitative research and/or management advice.
5. Scientific diving (or similar) qualification.
6. Boat and maritime licences & qualifications.
7. A current driver's licence or the ability to obtain a drivers' licence.

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.
* 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/
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
* To be willing and able to undertake fieldwork including diving and boating as required.
* To be willing and able to undertake domestic and international travel as required.

## **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 [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)