# Position Details

## Research Scientist/Engineer- CSOF5/6

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| The following information is for applicants |
| Advertised Job Title | Climate Assessment Analyst  |
| Job Reference | 80026 |
| Tenure | Specified Term of 24 months Full-time  |
| Salary Range | CSOF Level 5: AU$102k to AU$111k pa (pro-rata for part-time) + up to 15.4% superannuationCSOF Level 6: AU$117k to AU$138k pa (pro-rata for part-time) + up to 15.4% superannuation\*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate |
| Location(s) | Canberra, Melboure or Hobart |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader, Regional Projections |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact John Clarke via email at john.clarke@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 or call 1300 984 220. |

### Role Overview

The role of Research Scientist Staff 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.

CSIRO’s Climate Resilient Enterprise (CRE) has been established to assist Australian industry manage impacts and risks from a changing climate, whilst identifying adaptation and transition options to inform their climate actions and investments.

CRE will initially focus on Australian companies and later expand to companies in our region, helping them to disclose, adapt and transition in response to climate risk. CRE focusses on solving problems associated with long term physical and transitional climate risk, that is > 5-year timeframes. CRE will develop solutions to these problems in a collaborative environment with regulators, customers, and suppliers. CRE may also work to productise some of these solutions and make these available as products on a commercially owned and operated climate intelligence platform.

CSIRO is seeking to fill two roles with skilled research scientists/analysts with expertise in science-based climate assessments, including an interest in accelerating impact and Australia's climate action through working with the private sector.

As part of the CRE team, the climate assessment analyst will use their broad range of skills in climate science and an understanding of climate projections, hazards and impacts to work in partnership with Australian companies to improve their use of climate information and analytics. The climate assessment analyst will need excellent communication skills and be able to explain complex concepts around projections, uncertainty and compound risk to customers and partners.

This position is offered across two levels. The appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate.

### Duties and Key Result Areas

* Apply climate projections to real-world applications, including data processing but also scientific assessments of these projections in partnership with Australian companies and relevant research groups.
* Couple climate projections, assessments, and hazard/impact insights (from appropriate sources, including original work) across physical and transition risk scenarios, including where appropriate via access to commercially sensitive information of commercial partners.
* Articulate customer problems and assist in translating these problems into climate science needs, then translate the climate science output back into terms that make sense to the customer, and that provide the essential scientific credibility needed for successful impact.
* Provide advice and support to other research teams in CSIRO around methodologies and approaches for identifying solutions that Australian companies might find of value. Join and participate in relevant ‘communities of practice’ in analysis and communication.
* Work with product development teams and tech providers to contribute/input to climate risk product build, and work with development and research teams during design/build phases of these products.
* Build trust-based and collegial relationships with relevant internal and external stakeholders and encourage cross-project business collaboration, including representing CSIRO in public forums, with industry, the research sector or with Government.
* 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.

If you are not sure you meet 100% of our requirements, but you believe you could excel in this role, we encourage you to apply. We are committed to considering a broad array of applicants, including those willing to expand their skill set.

## **Required Competencies**

**CSOF5**

* **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.

**CSOF6**

* **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:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious proposals/ideas.
* **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:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

## **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) in a relevant field such as climate science, or deep climate aligned expertise in agriculture, environmental science or a similar field
2. Thorough understanding of the fundamental concepts in climate change and projections science, including the limitations and biases involved, and sound judgment in capturing value within limits of uncertainty.
3. Demonstrated track record in climate science, climate projection generation/interpretation and assessments, and translating this research to meet market needs.
4. Deep knowledge and skills around new approaches to climate risk, uncertainty and the interplay of physical and transition risk.
5. Demonstrated experience in scripting and programming using Python in collaborative environments such as Pangea and GitHub, Demonstrated experience with quality assurance and curation of large datasets.
6. Demonstrated ability to anticipate and manage significant issues, often in ambiguous situations, by evaluating and interpreting complex information, identifying key problems and user-needs, and developing creative solutions and contingencies.
7. Demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
8. **Outstanding communication skills, evidenced by superior reporting, presentation and negotiation abilities, including effective targeting and engagement of both** technical and non-technical, external and internal stakeholders
9. Proven ability to work with cross-functional teams to achieve high-impact outcomes and build a high-performing, collaborative and cohesive environment.
10. A history of professional and respectful behaviours and attitudes in a collaborative environment.
11. Willingness and ability to travel interstate.
12. A current National Police Clearance, or ability and willingness to obtain.

## **Desirable**

1. Experience in climate services development and delivery.
2. Experience in scripting and programming in other scientific languages such as R, Fortran 90 and C++.
3. Track record of communication and engagement between public and private sector groups, including the translation of scientific findings into reliable information for applications.
4. Experience in evaluating and assessing data and information products in terms of fitness for purpose, including delving into underpinning data, processing and metadata
5. Experience working in an agile and flexible way within a multi-disciplinary team environment, including with third-party providers (universities, consultancies) and customers (e.g., banks) principles of co-design/co-production
6. Experience dealing with often short timelines and associated pressures for quick turn around to meet tight deadlines, and
7. Being cognisant of and understanding user needs and capabilities for driving a solutions approach to problem solving risk management etc
8. Sector specific climate risk insights, including climate related financial risks

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.

## **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)