# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist in Plant Gene Editing |
| Job Reference | 79550 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$102k to AU$111k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra (Black Mountain) ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Team Leader Plant Gene Editing |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Steve Jobling via email at Steve.Jobling@csiro.au or phone +61 2 6246 5317 |
| 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 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.

This position is in the Crops program of the CSIRO Agriculture and Food Business Unit - the innovation catalyst for transforming profitability and sustainability in Australia's food and fibre industries and a science leader impacting the globe's agri-food security.

The Research Scientist will join the Plant Gene Editing team within the Future Breeding group of the Crops Program. The position will apply their knowledge in gene editing to deliver improved crop varieties to Australian Agribusiness. The position will be part of a multidisciplinary team exploring the use of and improving the efficiency of gene editing in major crops.

### 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.
* Design and conduct experiments in gene editing of plants, including the use of bioinformatic tools for target design, plant vector construction and genetic analysis of edited plants.
* Collaborate with others to improve the efficiency of gene editing using new tools, plant transformation and gene delivery methods.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Prepare appropriate conference papers and present those at conferences as agreed with your supervisor.
* Address problems promptly and in a constructive manner, selecting the most profitable lines of attack upon a problem, preparing detailed design proposals and experimental protocols.
* Undertake in 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, 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.
* Maintain confidentiality when working with commercially sensitive information.
* 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) in a relevant field such as Plant Molecular Biology.
2. Demonstrated experience and expertise in gene editing of plants.
3. Expertise in bioinformatics, molecular genetics and detailed characterisation of gene edited plants.
4. Excellent oral and written communication skills and a demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
5. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
6. A history of working effectively as part of a multi-disciplinary project team, plus the motivation and discipline to carry out autonomous research.

## **Desirable**

1. Experience of plant transformation.
2. Experience working with polyploid crops.

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/

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

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)