# Position Details

## Research Projects – CSOF4/CSOF5

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| The following information is for applicants |
| Advertised Job Title | Research Project Officer/Genomic Data Analyst – Cotton Biotechnology |
| Job Reference | 81060 |
| Tenure | Specified Term until 30 June 2023 Full-time or Part-time (min. 0.7 FTE) |
| Salary Range | **CSOF4:** AU$87,068 to AU$98,504 pa (pro-rata for part-time) + up to 15.4% superannuation**CSOF5:** AU$102,724 to AU$111,165 pa (pro-rata for part-time) + up to 15.4% superannuation\*Applications may be considered across two capability/job classification levels and the successful candidate will be appointed at the level commensurate with their skills and experience. |
| Location(s) | Black Mountain, ACT (preferred) or Remote/Work From Home  |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens currently residing in Australia.
* Australian Permanent Residents currently residing in Australia.
* Australian Temporary Residents, currently residing in Australia, with an existing valid visa and unrestricted work rights for the duration of the term (until July 2023) and no requirement for visa sponsorship.
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| Position reports to the | Project Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact:Filomena Pettolino via email at Filomena.Pettolino@csiro.au or phone +61 2 6246 4052Zitong Li via email at Zitong.Li@csiro.au or phone +61 2 6246 5235 |
| 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. |

**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

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 Research Project Officer/Genomic Data Analyst role is critical to developing capability that merges plant biology with bioinformatics and statistical modelling to support work to enhance a genomic selection breeding platform in cotton, specifically to test the use of existing transcript data and gene networks to improve genomic predictions for fibre quality. In the role, the Research Project Officer will work alongside an expert team of scientists across the CBA Designer Fibres and CBA Genomic Selection Projects who will provide support in cotton fibre biology & molecular biology, bioinformatics, statistics, and modelling. This activity is a part of the greater initiative of developing and implementing new breeding systems for our cotton breeding program.

### Duties and Key Result Areas:

* Analyse and interrogate large data sets of genome and transcript sequences.
* Identify markers for cotton fibre quality traits.
* Use programming language for bioinformatics (e.g., R and/or Python) to manipulate genome-wide data, build statistical models and inform models for fibre quality.
* Apply statistical and/or machine learning methods for fibre quality in the current cotton Genomic Selection Project pipeline.
* Identify genes or gene clusters as potential targets for modelling or gene editing.
* Co-ordinate with the working team to align this activity with others in the cotton breeding pipeline.
* Make significant contributions to the interpretation and communication of research or technological results and may collaborate on drafting presentations to, and/or detailed written reports for, clients and the scientific and/or technology community.
* Under general direction, participate in planning projects and accept responsibility for the scheduling and completion of major parts of projects, including allocating and directing tasks where appropriate.
* Adapt and/or develop original experimental methods/equipment/software/concepts/ ideas in support of existing and further research, promptly addressing where methods may not be defined, and initiative is required in seeking new approaches to meet experimental and/or technological needs.
* 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 procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

***At the higher job classification level (CSOF5), additional duties will also include:***

* Independently design and drive project activity direction in line with project milestones.
* Prepare and present results to diverse audiences.

## **Required Competencies:**

#### CSOF4 Level

* **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.

#### Additional required competencies for higher CSOF5 level:

* **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.
* **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. Relevant trade certificate/diploma/bachelor’s degree, or equivalent relevant work experience, in Biology or Data Analytics.
2. Skills in bioinformatics e.g., interrogating genome-data-sets.
3. Skills in building and/or using statistical models, such as linear regression and linear mixed models.
4. Knowledge and experience using programming language for bioinformatics, such as R and/or Python.

***For appointment at the higher level (CSOF5), the additional essential criteria will also include:***

1. Demonstrated ability to communicate project outcome results to diverse teams.
2. Demonstrated ability to lead a project to a successful outcome.

## **Desirable:**

1. Understanding of plant biology.
2. Understanding of crop breeding technologies.

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.

## **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 [Agriculture and Food](https://www.csiro.au/en/Research/AF)