# Position Details

## Research Scientist/Engineer – CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Sustainability Assessment Scientist |
| Job Reference | 82714 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$117,917 to AU$138,176 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Black Mountain, Canberra, ACT (preferred)  St Lucia, Brisbane, QLD (considered) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team leader, Sustainability Assessment and Metrics |
| Client Focus – Internal | 10% |
| Client Focus – External | 90% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Javier Navarro Garcia via email at [javi.navarro@csiro.au](mailto:javi.navarro@csiro.au) or phone +61 7 3833 5723 |
| 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.

The Sustainability Assessment Scientist role is an opportunity to boost the development and application of agriculture sustainability assessment frameworks within CSIRO’s Climate Smart Agriculture research group. With a strong background in quantitative sustainability assessment (e.g., LCA or similar methodologies), the role will contribute to methodology development and increasing the understanding of sustainability in the context of farming systems and products. The role will also involve management and delivery of projects, and collaborating with industry stakeholders.

As part of the Sustainability program of CSIRO Agriculture & Food, the Sustainability Assessment Scientist role will be embedded in a well-connected group of experts in fields ranging from soil science and agriculture simulation models to change management and nutrition. Systems thinking is an essential part of the work of the program.

### Duties and Key Result Areas:

* Contribute to the sustainability of Australian agriculture, working with industry and commercial stakeholders to ensure effective outcomes and adoption.
* Lead the management and delivery of projects, working with multi-disciplinary project teams working on agriculture sustainability.
* Follow and respond to trends in sustainable agriculture particularly in relation to climate change, environmental impact and social licence.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Pursue funding opportunities in alignment with CSIRO strategy, prepare proposals and carry out research investigations, requiring originality, creativity and innovation.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* 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.
* 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.

## **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:** 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 relevant doctorate, or an equivalent combination of qualifications and demonstrated post-graduate research or industry experience, in Environmental Science, Industrial Ecology or Sustainable Agriculture.
2. Strong background in quantitative sustainability assessment (e.g., LCA or similar), including the understanding of environmental pressures and impacts.
3. Significant demonstrated experience with project management and delivery, working with industry stakeholders, and carrying out independent individual research with critical reflection.
4. Robust understanding of national and international context and developments in the field of sustainability credentials and scientific, policy and commercial aspects.
5. A history of publication in peer reviewed journals and/or authorship of other technical papers, reports, grant applications or patents.

## **Desirable:**

1. Experience with life cycle assessment (LCA) and standardised LCA approaches.
2. Experience with international business-driven sustainability initiatives (e.g., Science Based Targets initiative, Taskforce on Climate-Related Financial Disclosures and Taskforce on Nature-related Financial Disclosures).
3. A track record of work in the agri-food sector, as well as an established network and national/international profile relevant to sustainable agriculture.
4. The ability to work effectively as a member of a multi-disciplinary, regionally dispersed research team, exemplifying inclusion and diversity principles.

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)