# Position Details

## Research Projects- CSOF4

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| The following information is for applicants |
| Advertised Job Title | Research Projects Officer |
| Job Reference | 85209 |
| Tenure | Specified Term of 3 yearsFull-time  |
| Salary Range | Level CSOF4: AU$87,068 -$98,504 per annum + up to 15.4% superannuation |
| Location(s) | Werribee, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian and New Zealand Citizens
* Australian Permanent Residents
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| Position reports to the | Food Technology Team Leader  |
| Client Focus – Internal | 60%  |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Regine Stockmann via email at regine.stockmann@csiro.au or phone +61457236779 |
| 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

Research Projects staff in CSIRO collaborate 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 role of the Food Technologist in CSIRO will be to collaborate with other Scientists, Engineers and Food Processing staff in innovative research leading to commercial; and scientific achievements, which are aligned with CSIRO's strategies. You will be engaged in hands-on project activities of CSIRO’s Food Innovation Centre which involves both close-to-market research for local and international food manufacturing industry clients as well as more strategic research projects within the laboratory setting. You will be supported with career development and will have the opportunity to build research and industry networks and to play a lead role in securing project funds and project delivery of the centre.

We are seeking to employ a food scientist to join the CSIRO’s Food Innovation Centre at Werribee, VIC, with expertise in plant ingredient science and technology. The ideal candidate will have a strong desire to catalyse the plant-based food products sector addressing health and wellbeing and sustainable processing. Whilst mainly laboratory based, experience in installing, commissioning, operating, and troubleshooting pilot-scale food processing equipment such as size reduction, separation, extraction, evaporation, drying technologies would be an advantage. Knowledge about using plant ingredients and formulating those to foods with particular focus on protein and carbohydrates will be crucial. In this position, you will lead or contribute to projects or project activities and work with world-class scientists and engineers to develop safe and novel foods, ingredients and beverages for the Australian food industry and global consumers.

**Duties and Key Result Areas:**

* Work under the general direction and guidance of Research/Process Engineers and/or Project Leaders.
* Take responsibility for the efficient allocation of activities including planning, resource management, scheduling, and accept responsibility for the scheduling and completion of major parts of projects, including allocating and directing tasks where appropriate.
* Provide direction on the operation, modification, design and fabrication of equipment and food processes at laboratory and pilot scale.
* Provide expertise in the characterisation of composition and functionality of protein and carbohydrate foods or food ingredients.
* Incorporate novel ideas and approaches in investigations by adapting and/or developing original concepts and ideas for new, existing, and future research.
* Liaise with clients to determine their needs and take personal responsibility for their satisfaction.
* Communicate effectively and respectfully with all staff, clients, and suppliers in the interests of good business practice, collaboration, and enhancement of CSIRO’s reputation.
* Provide coaching and on-the-job training to technical staff and students to ensure experiments are established in accordance with research design.
* Demonstrated can-do mindset to facilitate respect, collaboration, support, inclusiveness, and accountability in the workplace. Work collaboratively with colleagues within your team, the business unit and across CSIRO, to achieve objectives and foster open commination between teams. Work effectively as part of a multi-disciplinary, sometimes regionally dispersed research team, and to collaborate effectively with internal and external colleagues, clients, and partners to help define and satisfy objectives for a range of research projects.
* Prioritise tasks, own responsibilities and control time allocations into various tasks and projects and communicate effectively across teams to ensure highly collaborative teamwork and role clarity.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed, while personal initiative and proactive behaviours for a collective leadership culture are expected.

## **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 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.

## **Selection Criteria**

#### Essential

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

1. **Education/Qualifications:** A bachelor’s degree in food science, technology, engineering, or a related field (e.g., food chemistry, food processing engineering, food materials science) plus at least six years relevant professional experience in food research and development, including postgraduate research or food industry experience.
2. Proven ability to contribute to the development of new food products from a variety of food materials (including carbohydrates and proteins) at laboratory scale or at pilot scale.
3. Demonstrated ability to operate and maintain complex laboratory equipment including food unit operations aimed at size reduction, separation, extraction, evaporation, drying or others.
4. Proven ability to measure composition and quality attributes of food ingredients and food products and to attribute the measured features to product formulation or processing.
5. Ability and aptitude to proactively contribute novel ideas and approaches in support of scientific and engineering investigations in food technology and to plan and execute multi-disciplinary experimental plans at laboratory or pilot scale with attention to detail and to drive experiments forward.
6. Proven ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out independent individual activities, to achieve organisational goals under general inputs and/or direction from senior researchers**.**
7. Demonstrated ability to manage own work priorities and assume responsibility for execution, scheduling, planning and completion of a range of research and development projects with demonstrated can-do attitude.
8. Willing and able to work in a food processing environment as required.
9. Well-developed written and oral communication skills and proven ability to contribute to project proposals, funding applications, technical project reports or research/technical papers. Ability to present project proposals and results to clients and negotiate approaches and project deliverables.
10. Demonstrated can-do mindset to facilitate respect, collaboration, support, inclusiveness, and accountability in the workplace. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.

## **Desirable:**

1. Demonstrated skills in the areas of food formulation, safety or processing including selection of appropriate ingredients, unit operations and upscaling from laboratory to pilot scale.
2. Experience in the manufacture of plant-based foods, as well as food products such as dairy, meat, snacks or beverages and providing subject matter expertise to projects.
3. A record of developing innovative ideas and solutions, communicating those into context and implementing them as agreed with stakeholders.

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/)!

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