# Position Details

## Research Scientist/Engineer – CSOF5 & CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Aquaculture Breeding Scientist |
| Job Reference | 85645 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | **CSOF5:** AU$102,724 – AU$111,165 per annum plus up to 15.4% superannuation  **CSOF6:** AU$117,917– AU$138,176 per annum plus up to 15.4% superannuation  \* Applications are invited across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience. |
| Location(s) | Hobart, TAS |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens * Australian Permanent Residents * Australian Temporary Residents, with an existing valid visa and full work rights to cover the duration of the specified term (at least until September 2025), without the requirement of visa sponsorship from CSIRO |
| Position reports to the | Team Leader, Aquaculture Applied Breeding, Livestock and Aquaculture Research Program |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Curtis Lind via email at [Curtis.Lind@csiro.au](mailto:Curtis.Lind@csiro.au); or Dr James Kijas via email at [James.Kijas@csiro.au](mailto:James.Kijas@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](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 areas 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 is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist 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 Aquaculture Breeding Scientist will join CSIRO’s Aquaculture Applied Breeding Team, which operates a portfolio of commercial breeding programs and associated research projects. Our focus is across multiple species of finfish, molluscs and crustaceans with clients and collaborators located both in Australia and internationally. The team draws expertise from across CSIRO to work at the interface of quantitative genetics, genomics, data systems development and applied breeding to support the expanding aquaculture sector. The role of the Aquaculture Breeding Scientist will be to support and enhance our existing engagements and build new opportunities with industry.

Applications are invited across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience.

### Duties and Key Result Areas

***CSOF5 duties:***

* In collaboration with program leadership, use research and/or industry experience to formulate, develop and implement applied breeding activities.
* Work in a research project environment characterised by milestone driven delivery to commercial clients.
* Analyse large genotype, phenotype and pedigree datasets in the delivery of applied breeding outcomes.
* Work with project teams to ensure delivery of applied breeding research program outcomes in accordance with agreed timeframes and budget.
* Communicate openly, effectively and respectfully with all staff, clients and collaborators in the interests of good business practice and enhancement of CSIRO’s reputation.
* Publish the results of research outcomes in peer reviewed scientific journals.
* Communicate research results to clients and the scientific community through oral and written reports.
* Act as a trusted advisor, utilising knowledge of aquaculture client’s business and understanding of their underlying needs.
* Work collaboratively as part of a multi-disciplinary, 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.

***Additional duties at the higher CSOF6 level will also include:***

* Anticipate industry needs through client liaison to identify and implement solutions.
* Participate in CSIRO leadership pathways with a view to assuming future leadership roles.
* Assume project leadership with external commercial partners and/or for internal strategic CSIRO activities.
* Measure and document the impact of applied breeding outcomes.

## **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 relevant research experience, in population, statistical or quantitative genetics, or related field.
2. Demonstrated experience in the field of applied selective breeding, including the proven ability to engage industry and prospective clients interested in the design, implementation and continual improvement of selective breeding programs.
3. Demonstrated ability to work effectively with multi-disciplinary and regionally dispersed teams.
4. A proven track record working effectively in, or with, commercial aquaculture enterprises.
5. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.

#### *To be considered for the higher CSOF6 level, essential criteria will also include:*

1. Demonstrated complex project leadership and the ability to lead teams and management of resources to deliver science for impact.
2. Demonstrated track record of securing external funding for research and development activities.

## **Desirable**

1. A record of science innovation and delivery in the field of genomic selection in a commercially relevant plant or animal species.
2. Experience working with selective breeding in oyster, finfish or crustacean species.
3. Experience working with software developers to design or enhance data management systems and their application to deliver applied breeding programs.
4. Alignment with the teams commercially focussed culture.

## **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.

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 Clearance or equivalent. Please note that individuals 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)