# Position Details

## Research Scientist/Engineer- CSOF5/6

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| The following information is for applicants |
| Advertised Job Title | Agriculture Value Chain Development Scientist |
| Job Reference | 86174 |
| Tenure | Specified Term of 36 months Full-time |
| Salary Range | CSOF5: AU$105,806 to AU$114,500 per annum (pro-rata for part-time) + up to 15.4% superannuationCSOF6: AU$121,455 to AU$142,321 per annum(pro-rata for part-time) + up to 15.4% superannuation\*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate |
| Location(s) | St Lucia (Brisbane), Queensland (preferred); Black Mountain (Canberra), ACT and Adelaide, SA (considered) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates
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| Position reports to the | Team leader Targeting Interventions |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Michaela Cosijn via email at Michaela.Cosijn@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 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

Agriculture and Food (A&F) is CSIRO’s largest research business unit (BU). We apply world class multidisciplinary science, technology and facilities, IP and global networks across the value chain to create healthier, trusted, safer and more sustainable food and fibre for the future.

The role of Agriculture Value Chain Development Scientist is an exciting opportunity to boost the development and application of value chain frameworks for sustainable development. Working as part of CSIRO’s Sustainability Program within the Agriculture and Food Business Unit, the Value Chain Development Scientist will be embedded in a dynamic team of agriculture and food systems scientists and will collaborate with a range of Australian and international organisations in addressing the global food security agenda.

Based in Brisbane, Australia, the scientist will be working in multi-disciplinary project teams with a primary role of conducting value chain assessments for a range economic, environmental and social priorities. The role will require significant engagement with the private sector, including farmers, SMEs and large corporations, and will be working with academic, non-government and public sector partners in a range of research for development (R4D) projects in Australia and the Indo-Pacific. The role will offer the opportunity to develop, lead and carry out innovative projects aligned with CSIRO’s strategies, and to supervise early career researchers. This role is a key contributor CSIRO’s Secure Food Systems and Trusted Supply Chains agenda which will develop critical network and engagement pathways through agribusinesses and other private sector partners.

Research Scientist Staff in CSIRO conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. They are engaged in scientific activity ranging from fundamental research to applied research, investigating specific industry or community problems. They 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 and solutions that lead to impact.

This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate.

### Duties and Key Result Areas:

* Contribute to the development of novel methods, frameworks and interventions that contribute to sustainable and inclusive value chains in Australia and internationally.
* 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.
* Work with industry and commercial stakeholders to ensure effective outcomes and adoption of sustainable solutions.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Supervise and mentor early career researchers.
* Engage internal and external clients and partners to develop and secure funding
* Participate in identification of further opportunities which arise from research and initiate new lines of research.
* Under supervision and as part of a team, plan and prepare research 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.
* Address problems promptly and in a constructive manner.
* 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**

**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.

## **Selection Criteria**

#### Essential

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

1. A relevant doctorate in agribusiness management, agricultural economics, social sciences and/or related disciplines and a minimum of five years post-PhD research and practice experience in a related field.
2. Demonstrated expertise in value chain analysis and management sciences, with proven experience in design and implementation of qualitative research methods (data collection, analysis and reporting) as applied to agriculture, value chains and/or business research.
3. Demonstrated experience in engaging directly with the private sector in areas of sustainability, climate resilience, inclusive business and triple-bottom line approaches
4. Track record in international research for development, particularly in Asia and the Pacific.
5. Track record of effectively leading and managing multi-disciplinary, regionally dispersed research teams, and carrying out independent individual research with critical reflection, to achieve organisational goals.
6. Willingness to undertake regular overseas travel (4 to 5 times a year)

## **Desirable:**

1. Experience in research involving social inclusion, gender studies, climate risk exposure and adaptation and community development as dimensions of agriculture for sustainable development
2. Knowledge of agribusiness processes and agricultural market dynamics, demonstrated by experience
3. Expertise in mixed methods approaches and quantitative research approaches as applied to value chains assessments
4. Demonstrated ability to undertake original, creative, and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
5. Evidence of an ability to recognise opportunities for innovation and develop new ideas and approaches
6. Strong English written and oral communication skills including the ability to publish research results, prepare reports and present the results of scientific investigations at national and international conferences and stakeholder meetings

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/

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Agriculture and Food](https://www.csiro.au/en/Research/AF) for more information.

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* People First
* Further Together
* Making it Real
* Trusted

Find out more about CSIRO