# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Senior Research Scientist – Food macromolecules |
| Job Reference | 91766 |
| Tenure | Indefinite |
| Salary Range | $AU121,455-142,321 plus up to 15.4% superannuation |
| Location(s) | Werribee (Melbourne), VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Senior Research Scientist & Team Leader - Food Chemistry |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Tanoj Singh via email tanoj.singh@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 strategic outcome areas. 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 Senior Research Scientist role sits within the **Food Chemistry Team**, which has capabilities that deliver impact into the precision fermentation, plant protein and horticulture sectors. The team is part of the **Food Quality and Safety Group** of the **Food Program**, which delivers science that underpins the development and delivery of healthy, safe, and sustainable foods, food ingredients and beverages for Australia’s food industry and global consumers.

This role will provide research leadership in bio-physical chemistry of food proteins and polysaccharides and the opportunity to formulate, develop and complete a research program or project portfolio on innovative science and value-adding processes aligned with the needs of the Australian food industry. The position will also include developing entrepreneurial acumen working with fast moving start-ups and potentially leading into a venture builder within a start-up company and supporting the commercialisation of research outcomes.

### Duties and Key Result Areas

* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience and achievement to formulate, develop and complete an approved suite of client and strategic projects aligned to the impact areas of the Food Program.
* Effectively lead and contribute to precision fermentation science projects, particular animal-free dairy proteins to ensure timely delivery, including conducting, interpretation, reporting and communication of research results, to relevant audiences.
* Work collaboratively as part of an often regionally dispersed and multi-disciplinary research team, to carry out tasks in support of CSIRO’s scientific objectives.
* Build networks with industry and academic stakeholders, providing and playing a lead role in securing project funds and project delivery.
* Act as a trusted advisor, utilising knowledge of the industry’s needs and clients’ business and understanding of their underlying 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.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A post-graduate degree in the chemistry and/or biophysical chemistry of proteins, glycoproteins and/or polysaccharides that are relevant to the food industry, or a related field, with evidence of relevant postdoctoral research and leadership experience, or significant experience in industry.
2. Demonstrated capability in techniques such as SEM, TEM, SAXS SANS for the characterisation of macromolecular and supra-molecular structures.
3. Demonstrated ability in investigating structure-function relationships of food macromolecules through techniques such as rheology, tribology and/or microscopy.
4. Significant experience as a senior researcher managing large projects or programs that include designing, conducting, analysing and reporting protein/polysaccharide research using a range of experimental approaches that, for example, affect product quality or processing efficiency.
5. Demonstrated ability in the translation of scientific outcomes to industry applications.
6. Strong track record of scientific dissemination that may include peer-reviewed publications, technical/industry reports, presentations at scientific conferences, industry workshops or to the public.
7. Strong evidence of anticipating industry needs and market direction through client liaison, with demonstrated ability to attract external funding.
8. Demonstrated connections within networks relevant to the science of biological macromolecules and evidence supporting an emerging national and/or international reputation.
9. Demonstrated mindset to facilitate respect, collaboration, support, inclusiveness and accountability in the workplace.

## **Desirable**

1. Experience in dealing with proteins produced through precision fermentation processes.
2. Demonstrated capability of the isolation and purification processes for biological molecules relevant to the food industry.
3. Demonstrated ability as a people leader, including the ability and desire to mentor and develop junior and mid-career scientists and students.

## **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.

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.
* 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 CSIRO [Agriculture and Food](https://www.csiro.au/en/about/people/business-units/agriculture-and-food) 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