# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Research Scientist – Rodent Ecologist |
| Job Reference | 80896 |
| Tenure | Specified Term of 3 yearsFull-time |
| Salary Range | AU$102k to AU$111k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra (Black Mountain) ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents
* Australian temporary residents who are currently residing in Australia and have the right to work for the expected duration of the term with no requirement for sponsorship
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| Position reports to the | Team Leader, Rodent Management Team |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Peter Brown via email at peter.brown@csiro.au or phone +61 2 6246 4086 |
| 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 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 Rodent Management Team is leading Australia’s efforts in understanding and developing management strategies for tackling mouse plagues. Effort focusses on monitoring and forecasting mouse populations, improving control strategies, and understanding mouse ecology and behaviour in no-till farming systems. Wild house mice cause substantial economic, social and environmental impacts, particularly during mouse plagues.

The Research Scientist – Rodent Ecologist will join this dynamic and interdisciplinary team working at the interface of applied and fundamental science in a highly collaborative environment. As part of a range of projects, the position will be responsible for independently running field experiments to test a range of hypotheses to lead to improved understanding of mice in Australian cropping systems so that growers and the grains industry will have improved understanding of options for minimising the impacts of mice.

### Duties and Key Result Areas

* With guidance from more senior researchers, participate in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Undertake field-based research (including experimental design and data analysis) to deliver on project-related outputs related to improving the understanding of mice in Australian cropping system.
* Use a range of techniques and technologies to assess mouse populations and mouse behaviour in response to various farm management practices and manipulations.
* Undertake a series of replicated experiments across different cropping regions to evaluate the impact of these practices on mouse populations, and on economics and profitability.
* Communicate the economic thresholds of mouse populations including management practice outcomes with stakeholders, such as growers and the grains industry.
* Contribute to and write animal ethics and human research ethics proposals.
* Draw on professional expertise, knowledge of other disciplines and research experience to recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Undertake activities focused on one or more elements of larger research projects.
* Apply discretion to decide and implement strategies appropriate to the successful completion of work.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Produce high quality scientific papers suitable for publication in high quality journals, for client reports, and for presentation at national and international conferences.
* Address problems promptly and in a constructive manner.
* Undertake experimental and/or observational research activities and may supervise and/or train others to ensure experiments are established in accordance with research design.
* Maintain confidentiality when working with commercially sensitive information.
* 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, research team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, 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:** 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.

## **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 research experience) in a relevant field such as vertebrate pest ecology.
2. Demonstrated theoretical, conceptual and practical knowledge undertaking large-scale vertebrate pest ecology field experiments to test hypotheses, including:
	* Planning and implementing animal ecology field work (trapping, handling, measuring, assessing).
	* Experience with a range of techniques to study macro-level habitat use (e.g. radio-tracking) and micro-habitat use (e.g. spool-and-line, tracking), camera trapping, and diet analysis (e.g. using stable isotopes).
3. Experience with writing animal ethics and human research ethics proposals and familiarity with relevant codes of practice.
4. Experience in using databases (e.g. MS Access), data graphics and undertaking statistical analysis using R.
5. The ability to work effectively as part of a multi-disciplinary, multi-location research team to achieve project goals.
6. Demonstrated ability to undertake original, independent, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
7. Excellent oral and written communications skills and a demonstrated publication history of authorship on scientific papers in peer reviewed journals, reports and/or grant applications.
8. A current driver’s licence.

## **Desirable**

1. Demonstrated experience with invasive and non-invasive collection of tissues (e.g. for genetic studies, assessment of breeding status and/or disease analyses).
2. Demonstrated statistical skills particularly in relation to analysing and presenting geospatial data.
3. Knowledge of Australian farming systems.
4. Demonstrated skills in conducting economic and financial analysis of farming practices or profitability analyses.
5. Demonstrated ability and willingness to supervise students, technical staff and post-doctoral fellows.

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.
* To be willing and able to undertake domestic travel for fieldtrips of up to 10 days.

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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 [Health and Biosecurity](https://www.csiro.au/en/Research/BF)