# Position Details

## Research Scientist/Engineer – CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Sustainability Scientist |
| Job Reference | 82423 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$102,724 – AU$111,165 per annum (pro-rata for part-time)  plus, up to 15.4% superannuation |
| Location(s) | Townsville or Brisbane, QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team Leader, Livelihoods and Adaptive Development |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Erin Bohensky via email at [erin.bohensky@csiro.au](mailto:erin.bohensky@csiro.au) or phone +61 7 4753 8569 |
| 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/Engineer staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist/Engineer may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist/Engineer 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 Livelihoods and Adaptive Development (LAAD) Team develops, applies and tests participatory processes and tools that enhance decision-making and policy to achieve responsible and ethical transitions towards the Sustainable Development Goals.

Our vision is a world where processes of development and transformation are inclusive, equitable and sustainable. Recognising diverse voices and perspectives, we support communities and societies in Australia and Asia-Pacific understand options, trade-offs and implications of change as they confront difficult decisions related to climate change and disasters, natural resource management, pandemics and the governance of novel technologies and innovation risks.

Working in partnerships, we co-design participatory decision-making processes with diverse stakeholders (governments, communities, businesses, scientists), focused on addressing underlying root causes, including social-cultural and economic inequities and injustices.

Our team’s work contributes to achieving positive impact in the following areas: Climate change and disaster resilience; Thriving communities, cities and regions; Sustainable regional development; Indigenous knowledge, rights and science.

Our goals are enhanced community well-being, and adaptive and resilient livelihoods, regions and the ecosystems to which they are connected.

The Sustainability Scientist will apply their research experience in transdisciplinary science to areas such as climate change and disasters, resilience, regional transitions, natural resource management and agri-food innovation systems emphasising ethical framing of research. They will help deliver across a range of research projects and collaborate with external stakeholders to determine their needs to co-design decision-making processes and solutions, and enhance their engagement to support equity and social inclusion.

This role will also involve travel in Australia, including to remote or rural areas, and the Asia-Pacific region, and the Sustainability Scientist should be willing to represent CSIRO externally in public forums.

### Duties and Key Result Areas

* Under the supervision of more senior researchers, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation, as well as collaboration with CSIRO colleagues and external partners.
* 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 and collaborating with scientific colleagues across a range of disciplines.
* Participate in identification of further opportunities which arise from research and initiate new lines of research.
* 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.
* Undertake experimental and/or observational research activities and supervise/train others to ensure experiments are established in accordance with research design.
* Provide supervision and coaching to students and other staff as required.
* Undertake travel for project stakeholder engagement, which may include remote or rural areas in Australia and the Asia-Pacific region.
* Liaise with stakeholders to determine their needs to co-design decision-making processes and solutions.
* Represent CSIRO externally, including in public forums, with industry or the research sector or with Government.
* Prepare and present results in a variety of formats, which may include reports for clients, scientific papers for publication, and other science communication outputs.
* Address problems promptly and in a constructive manner.
* Communicate openly, effectively and respectfully with all staff, stakeholders, contractors and clients in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation
* Work collaboratively as part of trans-disciplinary, regionally-dispersed research teams (including scientists, government agencies, non-governmental organisations, communities and the private sector) 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 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 PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as transdisciplinary systems science, with application to areas such as climate change and disaster, resilience, regional transitions, natural resource management and agri-food innovation systems.
2. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
3. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports.
4. Research experience in one or more of the following: participatory processes/governance frameworks, regional resilience assessment, and decision-making.
5. Expertise in the following methodological approaches and capacities: Strong qualitative research methods, inter- / trans-disciplinary approaches, and ethical framing of research and engagement to ensure equity and social inclusion.
6. Excellent verbal and written communication skills, including the ability to write for scientific and practitioner audiences, as well as engage cross-culturally.
7. Ability to work independently and with minimal supervision, and to identify and utilise resources effectively to solve problems (i.e., be a ‘self-starter’).

## **Desirable**

1. Experience in international development research (R4D) or cross-comparative (international-domestic) research that has strong and direct relevance for Australia.
2. Experience with partnerships for responsible/ethical innovation, scaling and technology transfer.
3. Experience in designing, running and evaluating participatory research processes/action research, or a willingness to learn and undertake these with guidance.
4. Experience with Monitoring, Evaluation and Learning (MEL) theory and application.
5. Experience working across cultural contexts to ensure equity and social inclusion, which may include working with First Nations peoples, women or marginalised communities in Australia and the Asia-Pacific region.

## **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.

Special 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 [Land and Water](https://www.csiro.au/en/Research/LWF)