# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Regional Water Scientist (Senior Research Scientist) |
| Job Reference | 83109 |
| Tenure | Indefinite  Full time |
| Salary Range | AU$117,917 to AU$138,176 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Research Team Leader, Water and Society |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Francis Chiew or Dr Mohammed Mainuddin (Francis.Chiew@csiro.au, [Mohammed.Mainuddin@csiro.au](mailto:Mohammed.Mainuddin@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 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

Through an integrated systems research approach CSIRO Land & Water provides the information and technologies required by government, industry and the Australian and international communities to protect, restore, and manage natural and built environments. In this role, you will also have opportunity to work with and support other projects across CSIRO’s Land and Water Business Unit portfolio of activity.

The role of Senior Research Scientist Staff in CSIRO is to lead and 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.

The Research Scientist will be part of a strong multi-disciplinary capability in the Water Security Program of the Land and Water Business Unit that undertakes research into hydrology and water resources, water-agriculture-livelihood interactions, and integrated basin management. The Research Scientist will undertake innovative research and lead components of high impact external projects related to water resources assessment and management and linking water allocation and sharing with the socio-economy and regional livelihood under current and future climates. The Research Scientist will work with others to assess the social, economic, environmental, and cultural values and benefits of alternative water resources management and adaptation options.

### Duties and Key Result Areas

* Incorporate novel approaches to scientific investigations by integrating knowledge, research, and information to help decision making around trade-offs for water.
* Conduct original research on social, economic, environmental, and cultural values and benefits for improved water literacy across communities and governments to support a social license for change.
* Conduct original research in socioeconomics and livelihood aspects related to water management including water-agriculture-environment-livelihood interactions.
* Strong delivery to high impact external projects like the Murray-Darling Basin Water and Environment Research Program (MD-WERP), and on international projects on integrated water management.
* Communicate research outcomes to scientific and industry forums through scientific publications, reports, and presentations.
* Work closely with industry clients to ensure delivery of research outcomes and transferring technologies and/or guidelines for adoption.
* Maintain confidentiality when dealing 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, regionally dispersed 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:** 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 PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as regional water and livelihood economics and integrated water management.
2. Demonstrated expertise in econometric and livelihood analysis and modelling for regional water and agricultural systems.
3. Demonstrated experience in economic and social cost-benefit analysis related to water, agricultural and environmental adaptation options.
4. Demonstrated ability to undertake innovative research and strong publication record.
5. Strong written and oral communication skills to technical and non-technical audiences.
6. Demonstrated willingness to work in multi-disciplinary teams to deliver both science and impact, and ability to respond to changing requirements.

## **Desirable**

1. Computational and programming skills (ideally Python or R) to build models and undertake modelling and statistical analysis.
2. Understanding of water systems and integrating economic and hydrological models.
3. Knowledge of Australian water resources management, particularly adapting to a drier climate in south-eastern Australia.

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.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Land and Water](https://www.csiro.au/en/Research/LWF)