# Position Details

## Research Scientist - CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Murray-Darling Basin Environmental Lead |
| Job Reference | 87142 |
| Salary | AU$141,949 - AU$157,055 per annum, plus up to 15.4% superannuation |
| Tenure | Indefinite |
| Location(s) | Brisbane, Canberra or Adelaide |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates  Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Group Leader |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Tanya Doody via email at tanya.doody@csiro.au or phone +61 8 8303 8716 |
| 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. |

### Role Overview

CSIRO Land and Water delivers solutions for sustainable development and stewardship of land, water, ecosystems and communities. The Water Security Program co-designs and delivers water related services, tools and technologies in Australia and internationally to inform operations, management, planning and policy choices from enterprise to basin scale to support industry, communities and the environment. This role will build leadership in large multi-organisational and multi-disciplinary projects to support current and future integrative freshwater ecosystem research for Land and Water. A key focus is ensuring CSIRO can continue to play a key role in meeting the science needs in the Murray-Darling Basin.

The Environmental Lead role includes maintaining research partnerships for existing projects, establishing new partnerships and the development of new projects particularly in the Murray-Darling Basin; working in collaboration and in developing new opportunities and delivering to the needs of stakeholders; and sustaining effective teams and contributing to and leading impactful research.

The successful candidate will have demonstrated knowledge of the Murray-Darling Basin and freshwater ecosystem science, strong stakeholder engagement skills, new opportunity development skills, experience in leading multi-disciplinary project teams, excellent written and oral communication skills, and is a team player.

**Duties and Key Result Areas:**

* Lead the identification, development, co-design and delivery of large multi-disciplinary projects to utilize the broad skill base in the Managing Water Ecosystem Group, the Water Security Program and CSIRO Land and Water to inform how scarce water resources are best managed in the future.
* Grow opportunities, revenue and partnerships: Respond to and create funded opportunities with government, industry and the private sector to scale the portfolio of research. Develop and maintain relationships with funders, collaborators and delivery partners.
* Lead Tender responses involving a consortium of researchers and institutions.
* Lead drafting detailed written reports and communication tools for internal and external clients and the scientific community.
* Undertake stakeholder engagement, across government, research, community and First Nations people, to develop opportunities, communicate outcomes and deliver impact.
* Mentor and develop emerging project leaders and scientists.
* Resource management, including time and resource planning, monitoring of progress, management of external contractors.
* Ensure project activities adhere to CSIRO Policy and Procedures: data management, risk management, Ethics, CSIRO e-Publish, CSIRO Data Access Portal.
* Monitor, Evaluate, Learn and Report: Work with project teams to monitor progress and impact against key performance indicators and contribute to performance reporting.
* Work collaboratively as part of a multi-disciplinary, 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.

## **Required Competencies:**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. Tertiary level expertise, ideally with postgraduate scientific qualifications, preferably in water and/or environmental science.
2. Demonstrated experience of working in the Murray-Darling Basin on environmental flows, basin planning and/or water management.
3. Demonstrated experience in Science and Project Leadership, in managing large, dispersed multi-disciplinary teams and in delivery of complex projects.
4. Demonstrated experience in leading research consortia.
5. Demonstrated ability to form productive and enduring collaborative relationships with a range of stakeholders.
6. Demonstrated record of developing project opportunities, responding to project calls and having projects funded.
7. Excellent verbal and written communication skills across a range of media and audiences.

## **Desirable**

1. Well-established credentials and networks within Australian research communities
2. Experience in working with communities in the Murray-Darling Basin
3. Experience working with First Nations people

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.

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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)