# Position Details

## Research Projects- CSOF3

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| The following information is for applicants |
| Advertised Job Title | Research Projects Officer – Freshwater Ecology & Waterbirds |
| Job Reference | 88001 |
| Tenure | Indefinite, Full-time |
| Salary Range | AU$67k - AU$85k per annum (pro-rata for part-time)plus up to 15.4% superannuation |
| Location(s) | Black Mountain, Canberra, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents only |
| Position reports to the | Senior Research Scientist |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Heather McGinness via email at Heather.McGinness@csiro.au or phone +61 2 62464136 |
| 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 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

CSIRO’s Land and Water Business Unit works across the domains of land, water, ecosystems and communities to deliver outcome-focused biophysical and socio-economic research. In collaboration with partners, we deliver innovative solutions to the complex challenges that arise from the demands and impacts of human activities on the environment. This role will contribute to the strong multi-disciplinary capability of the Water Security Program, which undertakes research into water-related services, tools and technologies in Australia and internationally.

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Research Projects Officer – Freshwater Ecology and Waterbirds, will engage in CSIRO Land and Water’s high-impact research in freshwater and avian ecology that is directly informing water and wetland management across the Murray-Darling Basin and Australia. The role will require the incumbent to travel remotely to undertake wetland fieldwork in challenging environmental conditions, including managing associated samples and equipment. It will also involve extensive ecological data processing, mapping, statistical analysis and modelling in the ‘R’ environment and other software.

###  Duties and Key Result Areas

* Conducting multiple field trips per year of 7-12+ days away, including during school holidays, working as part of a diverse team that may include volunteers or students.
* Wild bird survey, capture, handling, measurement, and movement tracking equipment attachment, following approved Animal Ethics and Scientific Licence methods.
* Collection and laboratory processing of biological samples such as scats, regurgitates, blood samples, swabs or tissue samples.
* Management, cleaning, repair, and maintenance of equipment and consumables.
* Ecological database management, data entry and data download.
* Ecological data processing, mapping, statistical analysis and modelling in the ‘R’ environment and other software.
* Independently researching and testing possible solutions to resolve identified problems.
* Developing, testing, and modifying new software and equipment applications as required.
* Conducting and writing up literature reviews including maintaining and updating literature libraries with software such as Endnote.
* Assistance with scientific journal paper preparation, reporting and communications.
* Working effectively on a number of parallel and competing tasks, using discretion, time management skills and contingency planning to manage the timing of tasks to meet commitments and deal with unforeseen or unscheduled project needs.
* Communicating openly, effectively, and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Working collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhering 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. Relevant bachelor’s degree or equivalent relevant work experience in ecology, biology, conservation or environmental science
2. High-level Australian bird species identification, survey, capture and handling skills
3. Experience in remote environment and/or wetland fieldwork and availability for interstate fieldtrips of 7-12+ days including during school holidays
4. Experience and confidence in ecological data manipulation, analysis and modelling in the ‘R’ environment
5. Excellent time-management skills including an ability to meet multiple deadlines and demands simultaneously
6. Excellent verbal and written communication skills, including experience communicating clearly and effectively with people from a range of backgrounds, such as Australian indigenous / first nations, farming communities, land and water managers, NGOs and state and federal government agencies
7. Current Australian manual C class driving licence

## **Desirable**

1. Experience in fitting movement tracking equipment to birds using harnesses
2. Experience in GIS mapping (e.g. ArcGIS, QGIS, or R)
3. First aid training
4. 4WD safety and recovery training

## Animal ethics training**Required Competencies**

* **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

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.
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and CSIRO [Land and Water](https://www.csiro.au/en/Research/LWF) 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