# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Senior Hydroclimate Scientist |
| Job Reference | 88842 |
| Tenure | Indefinite |
| Salary Range | AU$146,207 – AU$161,767 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Canberra preferred, Melbourne may be considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian and International Applicants (visa sponsorship may be offered if required) |
| Position reports to the | Team Leader, Catchment Hydrology (in Water Security Program) |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Francis Chiew via email at francis.chiew@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 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 delivers world-class solutions for sustainable development and stewardship of land, water, ecosystems and communities through an integrated systems research approach. The Water Security Program in CSIRO co-designs and co-delivers science-based solutions that address:

* Water availability issues related to population growth, environmental change and increased food production in the context of a highly variable and changing climate.
* Water security issues related to drought and flood resilience, helping governments, communities, ecosystems and industries adapt to climate change and variability.
* Water resources management and planning, balancing the water needs of the environment and communities with those of agriculture and industry.

We provide science, advice, tools and digital technologies to inform operations, management, planning and policy decisions for water, from local to basin to national scale, both in Australia and internationally. We provide solutions to share and secure water for people, industry and water dependant ecosystems, supporting adaptation into the future. We work in collaboration across research, government, communities, First Nations People and industry.

This role will lead and contribute to hydrological modelling and hydroclimate research in multi-organisational and multi-disciplinary projects to support current and future integrative research. A key focus of this position will be ensuring CSIRO continues to lead:

* meeting the science needs of the Murray-Darling Basin, and the broader Water Security needs of Australia,
* growing science and impact leadership in hydrological and hydroclimate research,
* developing integrative science opportunities, where water is a key driver of change,
* building and delivering system-scale, integrative water science opportunities.

The role of a Research Scientist/Engineer 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 and 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.

### Duties and Key Result Areas

* Conduct hydroclimate and hydrological modelling research to support the science and impact needs of the Murray-Darling Basin and Water Security needs of Australia.
* Provide strategic leadership and lead multi-organisational and multi-disciplinary projects.
* Use scientific knowledge on water to deliver outcomes of importance to science, the economy, society and the environment.
* Be recognised as a national expert in a relevant scientific field through a record of scientific creativity and innovation.
* 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 and impact objectives.
* Adhere 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

1. A PhD in hydrology or similar.
2. Demonstrated expertise and global recognition in research in hydrology, hydroclimate and water resources.
3. Strong written and oral communication skills including ability to publish research results, write reports and make presentations to audiences with scientific and non-scientific background.
4. Extensive experience in industry and applied research, developing and delivering projects for water security challenges.
5. Evidence of national influence and stakeholder networks.
6. Ability to work independently as well in high performing multi-disciplinary teams.

**Desirable**

1. Knowledge of key water resources issues in the Murray-Darling Basin and Australia generally.
2. Experience in programming and working with large spatial and time series data sets.

## **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.

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. Visit [CSIRO Online](http://www.csiro.au/) and [Land and Water - CSIRO](https://www.csiro.au/en/about/people/business-units/Land-and-Water) 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