# Position Details

## Research Scientist/Engineer- CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Senior Principal Hydrologist |
| Job Reference | 88842 |
| Tenure | Indefinite |
| Salary Range | AU$ 169, 377 k - AU$ 212, 658 k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Brisbane, Canberra, Melbourne, Adelaide, Perth |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Research Director, Water Security |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Carmel Pollino via email at Carmel.pollino@csiro.au or phone +61 2 6246 4147 |
| 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 Land and Water delivers world-class solutions for sustainable development and stewardship of land, water, ecosystems and communities through an integrated systems research approach. Within CSIRO Land and Water, the Water Security Program 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 climate.
* Water security issues related to drought and flood resilience, helping governments, communities, ecosystems and industries adapt to climate change and variability.
* Water sharing concerns: 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 enterprise 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 large multi-organisational and multi-disciplinary projects to support current and future integrative research within CSIRO Land and Water. The position will shape new opportunities and strategies within the broader water research portfolio. 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 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

* Provide strategic leadership and lead large multi-organisational and multi-disciplinary projects to support the science and impact needs of the Murray-Darling Basin and Water Security needs of Australia.
* Use scientific knowledge on water, together with vision and influence, to deliver outcomes of importance to science, the economy, society and the environment.
* To establish new partnerships and develop new collaborations, projects and initiatives, with a focus on national and international challenges of Water Security.
* Be recognised as a national/international expert in a relevant scientific field through a record of scientific creativity and innovation.
* Serve on government/industry advisory committees and nurture relationships to ensure research directly informs policy and practice.
* 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 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 an area of hydrological (groundwater or surface water) science.
2. Demonstrated world-class leadership in surface and/or ground water resources and integrated water assessments and intersections with mining, agriculture, infrastructure, environment and communities.
3. Extensive experience in industry and applied research, developing and delivering at scale projects for Water Security Challenges.
4. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
5. Evidence of national and international influence, stakeholder networks, engagement and business development skills.
6. Evidence of creating and leading strategic water security initiatives for an enterprise or a large team.
7. Excellent written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for complex proposals/ideas.

## **Desirable**

1. A record of science innovation through digital delivery.
2. Experience in co-design and co-delivery, working with regional communities and First Nations people.

## **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:** Contributes to, or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **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:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **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

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 Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

## **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