# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Hydroclimate Scientist |
| Job Reference | 90358 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$104,778 – AU$113,388 per annum 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 | All Candidates |
| Position reports to the | Team Leader, Catchment Hydrology |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact David Post via email at [david.post@csiro.au](mailto:david.post@csiro.au) or phone +61 2 6246 5751 |
| 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

The role of Research Scientist/Engineer staff 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. The Research Scientist/Engineer 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.

The Hydroclimate Scientist will contribute to research into climate impacts on hydrology and adaptation in the water resources and related sectors, particularly across the Murray-Darling Basin – a vitally important food bowl located in south-eastern Australia. They will make scientific advancements in multi-disciplinary research, particularly at the interface of climate and water, and be expected to carry out research on the impacts of climate variability and change on water and the associated flow-on impacts to agriculture, society and the environment.

Hydroclimate Scientist will work on a range of externally-funded projects in south-eastern Australia, including the Murray-Darling Water and the Environment Research Program (MD-WERP) and the Victorian Water and Climate Initiative (VicWaCI), as well as on strategic hydroclimate projects and initiatives.

### Duties and Key Result Areas

* Under the supervision of senior researchers, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Undertake hydroclimate assessments of large river basins under historical and future climate and land use change scenarios.
* Represent CSIRO externally, including in public forums, with industry, the research sector and with State and Federal Government.
* Work closely with industry and government clients to ensure delivery of research outcomes and guidelines for adoption, and taking personal responsibility for client satisfaction.
* Communicate research outcomes to scientific and industry forums through scientific publications, reports and presentations.
* Work collaboratively as part of a multi-disciplinary research team to carry out tasks in support of CSIRO’s scientific objectives.
* 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.
* Adhere to the spirit and practice of CSIRO’s 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 hydrological science or environmental science, with experience and knowledge in climate impacts on hydrology and/or hydroclimate modelling.
2. Demonstrated ability to carry out analysis of large datasets as applied to research problems in climate, hydrology and/or water resources.
3. Strong oral communication skills including an ability to make scientific presentations to audiences with scientific and non-scientific background.
4. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports.
5. Demonstrated ability to work in a multi-disciplinary team in order to meet deadlines and respond productively to changing requirements.
6. An ability to work independently to define and carry-out specific work goals.

## **Desirable**

1. Experience in delivering to projects funded by government and industry.
2. Knowledge of key water resources issues in Australia.

## **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:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others’ reactions.
* **Resource Management/Leadership:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate responses by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development 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. To find out more visit us [online](http://www.csiro.au/)!

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)