# Position Details

## Research Projects - CSOF3/CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Synthetic / Organic Chemist |
| Job Reference | 84825 |
| Tenure | Specified Term ending 30 June 2024  Full-time |
| Salary Range | Level CSOF3: AU$66,163 - $84,207 per annum + up to 15.4% super  Level CSOF4: AU$87,068 -$98,504 per annum + up to 15.4% super  \*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate |
| Location(s) | Clayton |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team leader |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Mark York via email at Mark.York@csiro.au or phone +61 3 9545 2581 |
| 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 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 role of Synthetic / Organic Chemist will involve applying organic chemistry knowledge towards the solution of industrially relevant problems relating to the isolation, identification, synthesis, and purification of organic compounds. Appointment is possible at the CSOF 3 or CSOF 4 level depending on extent of relevant experience.

### Duties and Key Result Areas

**CSOF3**

* Under limited supervision, plan, propose and perform organic chemical reactions.
* Assist with the monitoring of chemical reactions using chromatographic techniques, such as TLC, HPLC and LCMS.
* Assist to prepare and purify compounds using chromatographic techniques such as column chromatography and HPLC.
* Use NMR and mass spectroscopy to elucidate the structure of organic compounds.
* Help to coordinate the communication of research results through laboratory notebooks, written reports and oral presentations.
* Assist with the communication of research results through laboratory notebooks, written reports and oral presentations.
* 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 with colleagues within your team, the business unit and across CSIRO, to reach objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.

**CSOF4**

* Plan, propose and perform organic chemical reactions.
* Monitor chemical reactions using chromatographic techniques , such as TLC, HPLC and LCMS.
* Prepare and purify compounds using chromatographic techniques such as column chromatography and HPLC.
* Use NMR and mass spectroscopy to elucidate the structure of organic compounds.
* Communicate research results through laboratory notebooks, written reports and oral presentations.
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work as part of a multi-disciplinary, often regionally dispersed research team, to carry out tasks in support of scientific research.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO, to reach objectives.
* Provide instruction on activities pertaining to the immediate work area and responsibilities, as required.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

**Selection Criteria**

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

## **Essential**

**COSF3**

1. Bachelor of Science, preferably with Honours in organic chemistry or equivalent.
2. Demonstrated ability in the techniques of synthetic organic chemistry and a sound theoretical knowledge of organic chemistry.
3. Experience in chromatographic separation techniques, such as HPLC and column chromatography and in recrystallisation techniques. Experience in the use and interpretation of NMR and mass spectroscopy.
4. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under general direction from Scientific Researchers.
5. Proven ability to investigate routine problems by identifying and considering the implications of a range of available alternative solutions**.**

## **Desirable**

1. Experience in an organic synthesis laboratory in an industrial or academic setting (>2 years)
2. Additional knowledge or experience with any of; polymer, medicinal, natural product, scale up or continuous-flow chemistry.

**For appointment at the higher salary level (CSOF4), essential/desirable criteria will also include:**

**COSF4**

1. Knowledge or experience with one or more of; polymer, medicinal, natural products, scale up or continuous-flow chemistry.
2. Experience in an organic synthesis laboratory in an industrial or academic setting (>5 years)
3. The ability & willingness to contribute novel ideas and approaches in support of scientific investigation

## **Required Competencies**

**CSOF3**

## **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.

**CSOF4**

* **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 response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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 changes.

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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO Manufacturing](https://www.csiro.au/en/about/people/business-units/Manufacturing) 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

**About CSIRO Biomedical Manufacturing**

Biomedical Manufacturing works with biomedical companies to deliver new medical treatments and technologies that benefit millions of people in Australia and overseas, helping them live longer, healthier and more productive lives.

**The Bioactive Small Molecules and Polymers Group** is part of the Biomedical Manufacturing Program.