

Australia’s National
Science Agency

Information for applicants

At CSIRO, we solve the greatest challenges through innovative science and technology.

CSIRO Science Leader

in Quantum Biotechnology

Introduction

**CSIRO’s Chief Executive**

***Larry Marshall***

I’ve spent a lifetime believing in the power of science to transform economies, countries and lives for the better, and there’s no better place in Australia to see that in action than at CSIRO.

Our Science Leader program is a significant investment and commitment to solving today’s challenges by imagining tomorrow’s solutions.

As Australia’s national science agency, we’re also securing Australia’s future by developing the next generation of STEM leaders, who will reinvent and create new industries for Australia and the world.

To solve the greatest challenges today and into the future, we recruit not only the best and brightest, but also those who are passionate, creative and driven to make a difference with their science and mentor the next generation.

We build teams of talented individuals whose diversity of experience, expertise and perspectives are the compass to guide us through the ambiguity of innovation.

At CSIRO, your knowledge, expertise, relationships and novel capabilities can develop the breakthrough science and cutting-edge technology platforms that will deliver unique value to Australia.

We look forward to welcoming you to the team.

**CSIRO’s Chief Scientist**

***Bronwyn Fox***

Innovative science and technology has the potential to propel Australia into a new era of resilience and prosperity. It will reinvent our industries, help to protect our precious natural environments, and create the jobs that will secure the wealth of future generations.

I’m passionate about building Australia’s innovation ecosystem, and about CSIRO’s role in bringing together broad coalitions across industry, government and academia to solve our nation’s greatest challenges.

As a CSIRO Science Leader, you will share my passion to for generous collaboration, and for nurturing talented people to become our nation’s future science leaders. You will also share my fierce dedication to ethics, integrity, and research excellence in the pursuit of making life better for all Australians.

I’m excited to welcome you into Team CSIRO.

Collaborate with talented people to solve the world’s biggest challenges

**Our purpose:** At CSIRO we provide innovative science and technology solutions to national challenges and opportunities that benefit industry, the environment and the community.

You can make a real difference, in an environment where we spark off each other, learn from each other, trust each other and collaborate to achieve more than we could individually - in a supportive, rewarding, inclusive and truly flexible environment.Be proud of what you do - be part of a better tomorrow.

Grow your skills. Apply your talent. Broaden your horizons.

Join the CSIRO team

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is one of the world’s largest and most successful publicly funded research and development organisations and is committed to complementing its world-class science and engineering capabilities with outcome-focused research that will generate economic, environmental and social benefits for Australia in a global context. We maximise the impact we deliver for the country by focusing on solving the greatest challenges.

As Australia’s national science and engineering agency our innovation and excellence places us in the top ten applied research agencies in the world. We’re the people behind Wi-Fi, soft contact lenses and the Hendra virus vaccine – and we’re Australia’s leading patent holder.

**Vision:** Australia’s innovation catalyst, collaborating to boost Australia’s innovation performance.

**Mission:** Create benefit for Australia through impactful science, engineering and innovation

**Our facilities and physical infrastructure**

Doing excellent science and engineering, and delivering services to the benefit of Australia requires appropriate physical and cyber-physical infrastructure.  We have over 50 locations Australia-wide in metropolitan and regional areas as well as internationally. We continue to explore advancements in technological solutions to improve operations.

Our leaders and their career

‘The things that we do (at CSIRO) are captivating and continue to amaze every day; the people are so passionate and are here for the right reasons and the Australian public want us to be here to do the things we do.’

‘We have everything you need to bring ideas to life.’

‘It is a place where you can dare to dream.’

Benefits our staff value

* Continuous career development
* CSIRO specific experienced leadership skills development
* [Balance](https://www.csiro.au/en/Careers/The-CSIRO-Experience/Balance) in their lives via flexible work practices
* [Diversity](https://www.csiro.au/en/About/Policies-guidelines/Working-at-CSIRO/Diversity-strategy) and inclusion of ideas, individuals and cultures
* Generous leave conditions

Where are our staff?

We have more than 5,000 staff spread over 50 sites across Australia’s cities and regions and internationally.

What do we do?

We do research from the bottom of the ocean to deep space, from a micro to a mega scale from agriculture to digital. And we are custodians of some of Australia’s most valuable facilities and collections.

The breadth of our research allows us to tackle issues from a multi-discipline perspective.

CSIRO Science Leader Program

At CSIRO, we solve the greatest challenges through innovative science and technology by harnessing the incredible intellectual power and expertise of our people, collaborators and partners

The CSIRO Science Leader program attracts the best researchers from across the globe to deliver outstanding translational science and engineering impact. The purpose of the CSIRO Science Leader Program is to capture new capability and technology into areas which have been identified as strategic, and to assist our business units to manage and develop their capability for the future.

Over their five-year appointment, CSIRO Science Leaders play an active role within and across business units and contribute to business goals through both scientific excellence and the translation of research outcomes into impact. They foster a culture of excellence in their teams and peers and have sufficient experience to supervise and mentor early-career researchers.

In addition to the Science Leader’s salary, the Science Leader has support for two three-year CSIRO Early Research Career (CERC) Fellowships, a three-year Postgraduate Student top-up scholarship, as well as generous funds for operating and/or additional team members as appropriate.

Approved CSIRO Science Leader priority areas will be externally advertised as competitive positions on [CSIRO’s Vacancies site](https://jobs.csiro.au) in consultation with the CSIRO Science Council and business unit.

Eligibility and essential selection criteria

The program is directed towards mid-career researchers who have between 10 to 15 years post-doctoral experience.

CSIRO Science Leaders need to:

* have established expertise and knowledge aligned to the strategic priority areas;
* bring novel capability into CSIRO; and
* develop cutting edge technology platforms not already in CSIRO.

*CSIRO policy states that to be appointed to a position in CSIRO you must meet all the essential selection criteria.*

Essential Criteria:

A successful Science Leader will:

* have a PhD (or equivalent)
* be recognised by their peers as making a significant contribution in their field of science or engineering and as an aspiring leader in the community;
* have a significant record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations, specifically in quantum technologies and application areas in biology and biotechnology (quantum biotechnology)
* demonstrate the ability to collaborate at the intersection of disciplines;
* bring an extensive network which they will actively share across the whole organisation, engaging and satisfying multiple stakeholders; and
* have the ability to mentor a team of talented postdoctoral fellows and postgraduate students and attract distinguished visiting researchers.

Priority area and duties

This Science Leader position will help CSIRO to build cutting edge new capability in quantum biotechnology. The exact technology focus will be defined by the successful candidate’s expertise; falling within the broader theme of Quantum Biotechnology, namely: quantum sensing, quantum imaging, quantum materials, quantum proteomics or a combination of emerging cross-disciplinary areas.

The Science Leader will have the expertise and seniority to be able to bring together a team of Postdoctoral Fellows and students to develop new technologies and platforms. This role will work closely with the Quantum Technologies Future Science Platform, and broader Business Units across CSIRO. In addition, the Science Leader will play a key role in driving CSIRO collaborations with emerging global programs in quantum biotechnology, for example the work that is currently accelerating under the leadership of the University of Queensland.

This role will have the opportunity to build and maintain networks, play a leading role in Quantum Biotechnology, provide scientific leadership, and pursue new ideas and approaches to create new concepts.

Priority area:

CSIRO’s Future Science & Technology plan (FS&T) was launched early 2021 and is a 10-year plan for CSIRO to deliver on our purpose to solve the greatest challenges through innovative science and technology. This plan identified Quantum Biology (& Biotechnology) as one of five Emerging Horizons to develop capability in toward 2031.

Quantum Biotechnology operates across the boundaries of science disciplines and recruiting a leader that can span these boundaries within CSIRO and positioning them within the existing and expected activity at UQ, will help the nation to take advantage of the opportunities provided by this emerging science and technology discipline.

Duties

Research Scientists at CSIRO conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activities ranging from fundamental research to the investigation of specific industry or community problems. You 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.

* Develop a vision and plan for the 5 year term for Quantum Biotechnology that is aligned with CSIRO’s and the Quantum Technology Future Science Platform’s strategies.
* Grow a team of post-doctoral researchers and students focused on quantum biotechnology research.
* Take a leadership role in the collaboration with the University of Queensland and the broader Quantum Biotechnology network that is being shaped right now.
* Identify and develop collaborations within CSIRO to maximise benefits of existing capability and expertise in Quantum Biotechnology.
* Communicate research results to the CSIRO and global scientific community through oral and written reports.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agreed timeframes and budget.
* 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, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

Conditions of employment

**Leave:** Four weeks of annual recreation leave and 15 days sick/carer’s leave apply.

**Flexibility:** CSIRO’s [Balance](https://www.csiro.au/en/Careers/The-CSIRO-Experience/Balance) initiative offers all employees the opportunity to balance their work and personal lives.

**Diversity:** We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. [Diversity and Inclusion Strategy](https://www.csiro.au/en/About/Policies-guidelines/Working-at-CSIRO/Diversity-strategy)

**Salary:** An attractive salary package will be oﬀered.

**Reference Number:** 85767

**Tenure**: Indefinite with an initial five years specific Science Leader funding.

**Location(s):** Brisbane, Sydney, Melbourne – negotiable

Relocation and immigration assistance will be provided to the successful candidate where required.

How to apply

Please apply online at <https://jobs.csiro.au> entering the reference number and uploading in Microsoft Word your CV/resume, and a cover letter outlining your relevant experience and your motivation for applying. Please ensure you address both the eligibility and selection criteria for the CSIRO Science Leader Program as well as any selection criteria listed for the specific priority area. In your CV please include the contact details of three referees. Referees will only be contacted after prior consultation with you at which time please ensure that your referees are willing to provide reports when contacted.

Contacts

If you are considering applying for this position please contact Professor James Rabeau jim.rabeau@csiro.au to discuss the priority area, role and expectations.

Please do not send your application directly to Prof Rabeau because your application may not be considered by the selection panel.

Should you have difficulty applying please contact careersonline@csiro.au or call 1300 984 220 during Australian business hours.

*NB: As part of the selection process candidates may be asked to do abilities testing and/or a personality questionnaire and/or to give a presentation to staff.*

*On acceptance of an offer of a position with CSIRO the appointee will be need to provide proof of their identity, give permission for verification of their tertiary qualifications and apply for a security check or Australian Federal Police check.*

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| As Australia’s national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.CSIRO. Unlocking a better future for everyone.Contact us1300 984 220careersonline@csiro.au[www.csiro.au](http://www.csiro.au)  |
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