# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist in Ecological Causal Modelling |
| Job Reference | 87117 |
| Tenure | To June 30, 2025, Full-time |
| Salary Range | **Level 5:** AU$102,724 to AU$111,165 pa + up to 15.4% superannuation |
| Location(s) | Hobart |
| 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 | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Andrew Bissett via email Andrew.Bissett@csiro.au or phone +61 3 62325223 |
| 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

This position will conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The successful candidate may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The successful candidate will have the opportunity to build and maintain networks, provide scientific leadership and pursue new ideas and approaches that create new concepts.

As part of the Environmental Indicators research team, this position will make independent and collaborative contributions to the development of new ideas in the area of environmental assessment and management, through the development of environmental health indicators and causative models.

The position will carry out world-class research to advance the utilisation of ‘omics derived environmental health indicators in environmental monitoring and assessment, develop causative inference models to better understand environmental health trajectories and outcomes and develop frameworks to operationalise their uptake.

### Duties and Key Result Areas

* Help lead the initiation, design, and execution of multi-omic assessments of environmental health status
* Contribute to the development of environmental bioindicators and the development of models to explain environmental health trajectories
* Work in close collaboration with state environmental regulators and other stakeholders to maximise research impact
* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes
* Under the supervision of more senior researchers, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Draw on professional expertise, knowledge of other disciplines and research experience to recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Apply discretion to decide and implement strategies appropriate to the successful completion of work.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Undertake experimental and/or observational research activities and supervise/train others to ensure experiments are established in accordance with research design.
* 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 Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Zero Harm goals.
* Other duties as directed.
* Provide supervision and coaching to students and technical staff.

## **Selection Criteria**

#### Essential

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

1. A PhD in a relevant field, such as causal modelling, environmental genomics.
2. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
3. High-level written and oral communication skills with the ability to represent the research team effectively internally and externally to a broad range of audiences, including non-experts.
4. Knowledge of and experience with causal inference models.
5. Knowledge of ecological data types, including DNA-based data.
6. Familiarity with concepts of environmental health indicators and their application.

## **Desirable**

1. Experience in the application of causal inference to natural systems.
2. Experience working as part of a multidisciplinary research team.

## **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 Check or equivalent. Please note that people 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/), [Environomics FSP](https://research.csiro.au/environomics/) and [Oceans and Atmosphere](https://www.csiro.au/en/about/people/business-units/oceans-and-atmosphere) or 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