# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Bolton Research Scientist |
| Job Reference | 82599 |
| Tenure | Specified Term of 4 years  Full-time, or Part-time with term up to 5 years |
| Salary Range | AU$102k - AU$111k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Marsfield (Sydney, NSW), Narrabri (NSW), Parkes (NSW), or Kensington (Perth, WA), Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | George Hobbs via email [George.Hobbs@csiro.au](mailto:George.Hobbs@csiro.au) or phone +61 2 9372 4652 |
| 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 Staff in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The role provides the opportunity to build and maintain networks, play a lead role in securing project funds, build scientific leadership skills and pursue new ideas and approaches.

### The Bolton Research Scientist is Australia's longest standing prize fellowship, and provides an outstanding opportunity for research in Australia. The Bolton is designed to help scientists build upon emerging strong careers as independent researchers. Bolton Research Scientists will undertake independent research and/or development in any area relevant to the Australia Telescope National Facility (ATNF) observational capabilities.

### Duties and Key Result Areas

* Enhance and support the Australia Telescope National Facility (ATNF).
* In collaboration with senior research scientists, undertake innovative, impactful astrophysics research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* In collaboration with S&A staff, assist in the planning and preparation of research proposals and, using originality, creativity and innovation, carry out independent research investigations as well as activities focused on one or more elements of larger projects.
* Undertake experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established in accordance with research design, or as required.
* Write scientific papers for publication and present results at major national and international conferences.
* Address problems promptly and in a constructive manner, selecting the most profitable lines of attack upon a problem, preparing detailed design proposals and experimental protocols.
* Draw on professional expertise, knowledge of other disciplines and research experience, to recognise opportunities for innovation and to generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* 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 plans and policies, 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 doctorate in Astronomy, Astrophysics or a related discipline.
2. Demonstrated research experience and expertise in Radio Astronomy.
3. A record of science innovation and creativity, plus a proven ability and willingness to incorporate novel ideas and approaches into scientific investigations.
4. Demonstrated aptitude to initiate and lead a research project using, or related to, ATNF telescopes and instrumentation.
5. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.

## **Desirable**

1. Experience commissioning new astronomical instrumentation.
2. Experience with observational projects that are aligned with ATNF capabilities.
3. Computing skills relevant to data reduction and/or analysis of modern large-scale radio astronomy data sets.

## **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

* 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 [Space and Astronomy](https://www.csiro.au/en/Research/Astronomy) 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