# Position Details

## Research Projects- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Development Specialist – Agriculture and Food |
| Job Reference | 91755 |
| Tenure | Specified Term of up to three (3) years Full-time |
| Salary Range | AU$121k - AU$142k per annum (pro-rata for part-time)plus up to 15.4% superannuation |
| Location(s) | Canberra, ACT preferred however open to other major cities in Australia with very frequent travel to Canberra. |
| Applications are open to | * Australian/New Zealand Citizens
* Australian Permanent Resident
* Australian Temporary Residents residing in Australia with full working rights for the duration of the contract, without requiring visa sponsorship from CSIRO
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| Position reports to the | Team Leader – Catalysing Impact and Innovation, A&F Sustainability |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Larelle McMillan and email at Larelle.Mcmillan@csiro.au |
| 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 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).

**Child Safety**

CSIRO is committed to the safety and well-being of all children and young people involved in our activities and programs. View our [Child Safe Policy](https://www.csiro.au/en/about/policies/child-safe-policy).

### Role Overview

The Development Specialist will support CSIRO’s aim to use innovative science and technology solutions to deliver research into impact in our region. The Development Specialist will identify, leverage and co-design development-ready opportunities to take agri-food research into use in the Asia-Pacific region. The role will work closely and collaboratively with partners, regional agencies, funders and their networks and will play a critical connecting role between research contexts and development and regional drivers.

Strong communication, negotiation and diplomacy skills will be critical to the role’s success, as well as an ability to work effectively in complex, dynamic and sometimes undefined circumstances. The Development Specialist will use sound knowledge of adoption and impact approaches, community decision-making and institutional drivers to create opportunities for the application of contextualised and human-centred innovation.

The role of Research Projects staff in CSIRO is to collaborate in scientific and technical activities with other research staff and partners, including planning, co-designing, implementing, evaluating and reporting on diverse research projects.. At senior levels, Research Projects staff may be involved in providing consulting services, science and technology management and/or industry.

### Duties and Key Result Areas

**Stakeholder engagement and influence**

* Proactively engage with a broad range of internal and external stakeholders, building effective working relationships
* Develop and use strategic communication tools and mechanisms that are tailored to optimise understanding and engagement of CSIRO’s research capability
* Advise and guide CSIRO research staff on stakeholder priorities and contexts
* Represent agri-food research projects, portfolios and potential at relevant Australian and regional fora.

**Impact and adoption**

* Use an understanding of adoption and decision-making to co-create pathways for diverse research outcomes and impact
* Design, facilitate and/or support critical reflection activities for complex systems research
* Create/ use MEL frameworks to capture progress and report for accountability, decision making and for adaptive management of projects.

**Project management and coordination**

* Convene and/or work effectively in multi-disciplinary, multi-cultural teams
* Contribute to the planning, delivery and monitoring of project tasks and deliverables
* Translate research activities, outputs and outcomes into technical reports, scientific publications, practice briefs, policy briefs and/or presentations and discussions
* Contribute to reporting, critical reflections and capturing insights for relevant projects.

**Coordination and facilitation**

* Apply effective negotiation, brokering and facilitation skills to support cohesive and inclusive project and team environments.
* 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.
* Mentoring project staff where appropriate.
* Other duties as required.

## **Selection Criteria**

#### Essential

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

1. Degree or relevant experience in international or community development studies, social or economic science or international or social policy.
2. Experience and/or working knowledge of relevant Australian Government agencies working on agriculture and food issues in the Asia-Pacific region.
3. Working knowledge of contemporary challenges facing sustainable development in the Asia-Pacific region (including Australia).
4. Advanced communication skills, including facilitation, written and oral communication, relationship building and/or translation of scientific research to non-science audiences.

## **Desirable**

1. International experience in implementing development or research for development activities.
2. Demonstrated ability to work and/or lead effectively in a diverse team, in tight timeframes and in a dynamic work environment.
3. Demonstrated experience in agile project management, stakeholder engagement and/or knowledge brokering in a research or development context.
4. Working knowledge of food systems approaches, MEL frameworks, private sector engagement and/or adoption, adaptation and impact assessment.

## **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 team as well as industry colleagues.
* **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals / ideas.
* **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## **About CSIRO**

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