# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Quantitative Geneticist – Aquaculture |
| Job Reference | 92842 |
| Tenure | Specified Term of 3 years Full-time |
| Salary Range | AU$105,806 – AU$114,500 per annum plus up to 15.4% superannuation |
| Location(s) | Hobart, TAS |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader – Aquaculture Genetics, Aquaculture Applied Breeding, Livestock and Aquaculture Research Program |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Curtis Lind via email at Curtis.Lind@csiro.au; or Dr James Kijas via email at James.Kijas@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 wellbeing 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 role of Research Scientist staff 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. They 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.

The Quantitative Geneticist will join CSIRO’s Aquaculture Applied Breeding Team, which provides expertise to support a portfolio of commercial breeding programs and associated research projects. Our focus is across multiple species of finfish, molluscs and crustaceans with clients and collaborators located both in Australia and internationally. The team draws expertise from across CSIRO to work at the interface of quantitative genetics, genomics, data systems development and applied breeding to support the expanding aquaculture sector. The role of the Quantitative Geneticist will be to support applied aquaculture selective breeding programs and, in particular, the management and the analysis of quantitative data across a range of species. In time, they will be expected to develop and lead applied breeding-related projects.

### Duties and Key Result Areas

* Analyse large quantitative genetic and genomic data sets, and assist in the incorporation of the results into commercial breeding decisions.
* Contribute to the design of breeding programs and experiments to support such programs, involving quantitative genetic and genomic data.
* In collaboration with program leadership, use research and/or industry experience to formulate, develop and implement applied breeding activities.
* Work in a research project environment characterised by milestone driven delivery to commercial clients.
* Work with project teams to ensure delivery of applied breeding research program outcomes in accordance with agreed timeframes and budget.
* Communicate openly, effectively and respectfully with all staff, clients and collaborators in the interests of good business practice and enhancement of CSIRO’s reputation.
* Publish the results of research outcomes in peer reviewed scientific journals.
* Communicate research results to clients and the scientific community through oral and written reports.
* Act as a trusted advisor, utilising knowledge of aquaculture client’s business and understanding of their underlying needs.
* Work collaboratively as part of a multi-disciplinary, 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 procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A PhD, or an equivalent combination of qualifications and relevant research experience, in statistical or quantitative genetics, or related field.
2. Experience in the application of quantitative genetics to commercial breeding programs and knowledge of breeding schemes and the application of selective breeding to a commercial breeding program.
3. Ability to analyse and interpret quantitative genetics data, including genomic data, to meet the needs of commercial breeding programs.
4. Demonstrated ability to work effectively with multi-disciplinary and regionally dispersed teams.
5. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or client reports, grant applications or inventorship on patent applications.
6. Evidence of excellent verbal and written communication skills.
7. Ability and willingness to align to the commercial delivery focus of the applied breeding team.

## **Desirable**

1. A record of science innovation and delivery in the field of genomic selection in a commercially relevant plant or animal species.
2. Experience working with selective breeding in oyster, finfish or crustacean species.
3. A track record working effectively in, or with, industry-based breeding programs.
4. Experience working with software developers to design or enhance data management systems and their application to deliver applied breeding programs.

## **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 is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

* The successful candidate will undertake a pre-employment background check. 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 [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