# Position Details

## Research Projects- CSOF4/5

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Sustainable Agriculture Data Analyst |
| Job Reference | 93435 |
| Tenure | Specified Term of 36 months  Full-time |
| Salary Range | CSOF4: AU$89,680k - AU$101,459k per annum (pro-rata for part-time), plus up to 15.4% superannuation  CSOF5: AU$105,806k – AU$114,500k per annum (pro-rata for part-time), plus up to 15.4% superannuation  \*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate |
| Location(s) | Any CSIRO site in a capital city |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/ New Zealand Citizens  Australian Permanent Residents  Australian Temporary residents with a valid working visa |
| Position reports to the | Team leader |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dave.Henry@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](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).

**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).

### Research Group

## CSIRO’s role as Australia’s innovation catalyst provides leadership and framing of international and national challenges around agri-food system issues. CSIRO Agriculture and Food is seeking two Data Analysts to work with the Sustainability Program in either the Footprints & Credentials Group or the Climate Adaptation & Land-use Futures Group.

These research groups contribute science leadership in evaluating and informing sustainability assessments, climate impacts and adaptation responses across agricultural systems including grains, livestock, horticulture and forestry sectors. The Group includes multi-disciplinary systems specialists who deliver a broad range of scientific outputs spanning research papers, decision support tools and data products. We partner with government agencies, national research institutes, universities, agtech and agribusiness to tackle challenges in sustainable agriculture. This work helps to inform climate smart decision-making and the sustainable management of agri-food systems for a range of stakeholders including farmers, advisors, corporates and government.

**Role Overview**   
Research Project staff in CSIRO collaborate in scientific and technological activities with other research staff by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of project delivery (e.g. report generation, running models, data management and analysis).

Specifically, the data analysts will work with and support staff (in geographically distributed project teams) in the Sustainability Program in either the Footprints & Credentials Group or the Climate Adaptation & Land-use Futures Group to design, implement and execute workflows related to complex data and modelling processes including agricultural simulation, climate and geospatial analytics and innovative data visualisation. The role will help the Groups develop greater insights from research and implementation by increasing the speed and efficiency of analyses, maintain and enhance existing data workflows and collections, and increase the scale and power of simulation and modelling tasks.

The position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate.  
  
**Duties and Key Result Areas:**

* Manage and implement workflows involving complex modelling and data analyses using the appropriate digital tools.
* Undertake geospatial and multi-facetted analyses involving climate, agricultural and environmental data.
* Curate and manage large datasets including appropriate metadata and data standards where applicable.
* Work in an agile manner to deliver project tasks within multi-disciplinary teams in a timely manner that are fit-for-purpose.
* Assist in transforming data into insights through statistical analyses, innovative visualisations and simple data discovery tools.
* Collect data for specific research purposes from a range of sources including published datasets, national government databases, review of published and grey literature.
* Make significant contributions to the interpretation and communication of research through a range of mediums including presentations, client reports, research papers, digital products and other documentation.
* Communicate openly, effectively and respectfully with all staff, clients and partners 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, to carry out work 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.

## **Required Competencies – CSOF 4:**

## **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 response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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 changes.

## **Required Competencies – CSOF 5:**

* **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:** 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:** 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:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response 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 changes.

## **Selection Criteria**

#### Essential

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

1. A bachelor's degree in agricultural or environmental science (with a focus on data analysis) or Engineering, Computer Science and Statistics (along with Mathematics and Data Science). (with a basic understanding of agri-food systems).
2. Demonstrated ability to be highly organised and well versed in workflow design, data management, code documentation, ethics and privacy practices.
3. Evidence of advanced programming skills in languages such as Python or R, involving data wrangling, geospatial and statistical methods.
4. Demonstrated experience in data visualisation for decision making.
5. Demonstrated ability to work independently and use initiative to seek guidance when needed to complete complex tasks.
6. Demonstrated ability or willingness to deliver work as part of geographically distributed project teams in a way that recognises diversity of thought and capability that others have to offer.
7. Broad understanding of agri-food systems and an interest in deepening knowledge of current global and national issues.

**Desirable:**

1. Experience with using simulation modelling approaches for environmental or climate-related applications.
2. Experience with high-performance computing to deliver modelling and analyses at scale.
3. Experience programming in Golang

Special 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.
* Some domestic travel will be required for occasional meetings and project commitments.
* Only 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. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation. We expect our employees to demonstrate behaviours aligned to our values of:

• People First

• Further Together

• Making it Real

• Trusted

Find out more about the [Food Systems and Global Change Group](https://research.csiro.au/foodglobalsecurity/) and CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)