



Australia's National
Science Agency

Senior Indigenous Research Officer (Identified Role - Indigenous)

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organisation



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Acknowledgments

Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their culture and we pay our respects to their Elders past and present. [View our vision towards reconciliation.](#)

Acknowledgement of artist and artwork

‘Journeys’ by Bree Buttenshaw (Little Butten)

This artwork starts with a star, representing an oncoming Aboriginal and/or Torres Strait Island person into their team. This person brings their own knowledge and experiences to CSIRO.

As they journey through the different pathways provided by CSIRO they continue to grow. This is represented by the star getting bigger and more complex designs. The star is surrounded by other shining stars who influence and support their growth and development.

The star is always surrounded by others, they are part of a larger, supportive network.

This story takes place in the night sky, reflecting CSIRO’s exploration and research of sciences.

The star, continues on its journey, moving off the picture plane. Growth and the pathways that take us there are not defined by a single moment. Our learning journeys are forever expanding, shifting and growing.

Bree Buttenshaw is a proud Kalkadoon woman living on Quandamooka Country. Bree mixes traditional and contemporary art together to create unique stories. She is inspired by her environment and her art reflects her feelings and experiences.

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.](#)



About CSIRO

Who we are

Australia's national science agency



One of the world's largest multidisciplinary science and technology organisations



6,300+ dedicated people working across 51 sites in Australia and globally



State-of-the-art national research infrastructure



We delivered \$10.2 billion of benefit to the nation

CSIRO (Commonwealth Scientific and Industrial Research Organisation) is Australia's national science agency and innovation catalyst and one of the world's largest and most successful publicly funded research and development organisations.

CSIRO is one of the largest and most multidisciplinary mission-driven research agencies in the world. With 53 locations and over 6,300 people across Australia and internationally, CSIRO solves the greatest challenges through innovative science and technology to deliver world-class economic, environmental, and social benefits for Australia in a global context.

Many of CSIRO's innovations were once considered impossible. Fast WiFi, Aerogard insect repellent and the plastic Australian banknote, to name a few.

Until someone, just like you, joined us and took on the challenge.

We're recruiting the next generation of enterprise services professionals. See what is possible for your career.

We are committed to developing and supporting a diverse workforce in its broadest sense and know diverse teams are more effective and deliver more innovative outcomes for science.

Agriculture and Food

We apply world class multidisciplinary science, technology and facilities, relevant IP and global networks across the value chain to create healthier, trusted, safer and more sustainable food and fibre for the future.

Our research from gene to plate increases productivity and efficiencies at the farm level, improves the quality and yield of Australian crops, develops innovative food processing technologies, creates new value-added foods, and is growing the nation's livestock, aquaculture and fishery industries.

We have a diverse range of people and partnerships that span Australia and 25 countries, fostering a shared vision to create measurable economic, environmental and social impact.

Our research programs

- **Crops** - Providing genetic solutions to improve yield, protect crops from major diseases and insect pests, and apply modern pre-breeding and breeding technologies to increase the productivity and value of major Australian food and beverage crops.
- **Livestock and Aquaculture** - Delivering genetic and animal management technologies to transform the breeding, health, monitoring, nutrition, production and sustainability of the livestock and aquaculture sectors.
- **Systems** - Providing innovative farming systems that improve agricultural productivity and resilience under economic and environmental variability.
- **Sustainability** - Delivering pathways and technology for sustainable and inclusive agri-food and fibre systems.
- **Food** - Science that underpins the development and delivery of healthy, safe and sustainable foods, food ingredients and beverages.

Visit [CSIRO Online and Agriculture and Food](#) and [Drought resilience](#) – CSIRO for more information.



Indigenous Science and Engagement

We know that to create a better future for Australia, we need Australia's first scientists, Aboriginal and Torres Strait Islander people, across every aspect of our organisation.

CSIRO invested in a new Indigenous Science program in 2021 to deliver a whole of organisation strategic approach to partnering with Aboriginal and Torres Strait Islander communities. The vision of the program is:

A science landscape in respectful partnership with Indigenous Australia delivering innovative, sustainable, holistic solutions to meet our greatest national challenges.

This vision requires disruptive and sustainable organisational change that will enable CSIRO to lead our Nation's science through an Indigenous knowledge and science lens.

The Indigenous Science and Engagement program (ISEP) works with colleagues across CSIRO to influence and initiate changes in their own teams, enhancing engagement with Indigenous communities and cultivating more Indigenous-led science projects.

Aboriginal and Torres Strait Islander Employment

Aboriginal and Torres Strait Islander people are Australia's first scientists and with Aboriginal and Torres Strait Islander people we can make the impossible, possible.

We aim to be an employer of choice for Aboriginal and Torres Strait Islander peoples through delivering respectful, adaptive, innovative and courageous programs that build sustainable employment opportunities for and with Aboriginal and Torres Strait Islander people.

The CSIRO Aboriginal and Torres Strait Islander employment strategy has been developed to further enhance our work as a Commonwealth Agency. The strategy uses a strength-based approach and models a self-determining framework which recognises that initiatives and strategies for Aboriginal and Torres Strait Islander peoples must be led by and with Aboriginal and Torres Strait Islander people.

CSIRO aims to increase Aboriginal and Torres Strait Islander employment representation to 5% across our workforce and throughout the scientific, research, technical, fieldwork and support services fields. However, we recognise that our commitment to Aboriginal and Torres Strait Islander employment needs to go beyond numbers. It involves nurturing lasting connections with Aboriginal and Torres Strait Islander peoples and communities at every level of our organisation and within our workforce.

Aboriginal and Torres Strait Islander people represent 2.16% of our workforce as of December 2023.

For more information on our work, visit [CSIRO](#), [CSIRO Indigenous Science](#) and [Aboriginal and Torres Strait Islander Employment Strategy](#).

Position Details

Research Projects- CSOF5

THE FOLLOWING INFORMATION IS FOR APPLICANTS

| | |
|---------------------------------|---|
| Job Reference | 95752 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | AU\$110,038 - AU\$119,080 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Canberra or Brisbane preferred; other locations may be considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | <p>The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship.</p> <p>CSIRO considers filling this position to be intended to constitute a special/equal opportunity/affirmative measure under <i>section 8(1) of the Racial Discrimination Act 1975 (Cth)</i>. Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person</p> |
| Position reports to the | Team Leader, Systems Program Agriculture and Food BU |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |



Role Overview

The Senior Indigenous Research Officer will be classified as Research Projects staff in CSIRO. Their primary role is to collaborate in scientific and technological activities with other research staff and external clients usually by assisting with detailed planning, undertaking, or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Ag2050 Initiative is a collaborative project led by CSIRO supported with inkind and financial support from the Department of Agriculture Forestry and Fisheries. The Senior Indigenous Research Officer will be a member of the Ag2050 team based within the A&F Systems Program and will contribute to research aimed at developing place-based understandings of Agricultural Futures.

The Senior Indigenous Research Officer will be responsible for developing relationships and partnerships with Aboriginal and Torres Strait Islander people and Traditional Owners to support co-production of Indigenous-led science. They will be responsible for enabling Aboriginal and Torres Strait Islander knowledge, perspectives and protocols within the Ag2050 Initiative as well as developing broader research activities to improve Australia's Food Security.

This role requires managing complex projects with different stakeholders with competing priorities of time, budget, and scope. The role will comprise a mix of planning, coordination and communication tasks requiring both teamwork and the ability to work independently. Core duties include managing processes and timelines for project management, coordinating internal/external reporting and facilitating communication, both within the project teams and with external stakeholders.

Duties and Key Result Areas

- Working with colleagues in CSIRO, partner organisations, communities, and Traditional Owners to develop, identify and define pathways for Indigenous voice and leadership to be brought into our science, portfolio, and planning (Ag2050).
- Support the establishment of trusted relationships with Aboriginal and Torres Strait Islander cultural knowledge holders and organisations.
- Establish relationships with relevant stakeholders who will provide guidance to the project and establish and maintain effective communication with key contacts from these areas.
- Assisting in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity, and innovation.
- Drawing 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.
- Participate in identification of further opportunities which arise from research and initiate new lines of research.

- Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
- 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 Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Zero Harm goals.
- Other duties as directed.

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: 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.

- Relevant tertiary qualification or equivalent work experience in a relevant discipline area, such as sustainability, agricultural studies, public health, international development, UX Design or social sciences
- Well-developed knowledge of Aboriginal and/or Torres Strait Islander cultural values and Traditional Ecological Knowledge approaches and their connection to agriculture, climate, or other related environment disciplines.
- A demonstrated understanding of and experience in undertaking research activities in agriculture and food, climate science, innovation, systems thinking, community development or other related environmental disciplines.
- Demonstrated ability to proactively identify, build and develop collaborative relationships with Aboriginal and/or Torres Strait Islander people and communities and broader stakeholders.
- Demonstrated understanding of or experience in undertaking research activities to inform policy and strategy.
- Experience representing an organisation and/or research team in Aboriginal and/or Torres Strait Islander communities, respectfully delivering against organisational objectives and planning and preparation of research proposals.
- High level written and oral communication skills with the ability to represent the research effectively internally and externally, including the presentation of research outcomes at national conferences.

Desirable

- Postgraduate qualification in a relevant field related to the role
- Contribution to publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
- Experience with research ethics compliance procedures.

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 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.
- The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
- The successful candidate will be required to provide contact details of at least one Aboriginal and/or Torres Strait Islander person to be a cultural referee to confirm their ability to work and communicate respectfully with Aboriginal and/or Torres Strait Islander peoples.

Flexible Working Arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. Work life balance.

Diversity and Inclusion

We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. We are committed to the safety and wellbeing of all children and young people.

How to apply

To apply for this role, please submit your application **on-line**. For internal candidates please apply via Jobs Central.

To appropriately assess your application, we ask that candidates provide the following:

- **Cover Letter** – outlining the motivation for applying and aligning capabilities and experience relevant to the selection criteria. This document should not be longer than two pages.
- **Curriculum Vitae or Resume** – outlining relevant experience, and education to the program.

If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220.

Reference Checks

Contact details for Referees will be requested following the interview process for candidates who progress to the next stage of the recruitment process.

Please note that any Referees will only be contacted after prior consultation with the candidate, and it is the candidate's responsibility to ensure that their referees are willing to provide reports when contacted by CSIRO.

Applications close

The closing date of this advertisement is ***Sunday 25th August 2024 11:00pm AEST***

Enquiries

If you would like to have a confidential discussion about this role, please contact Zaynel Sushil at Zaynel.sushil@csiro.au or the Indigenous Talent team at IndigenousCareers@csiro.au.

**As Australia's national science
agency and innovation catalyst,
CSIRO is solving the greatest
challenges through innovative
science and technology.**

CSIRO. Unlocking a better future
for everyone.

Contact us

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csiro.au

