# Position Details

## Research Scientist/Engineer- CSOF8

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| The following information is for applicants |
| Advertised Job Title | Senior Principal Research Scientist, Data Privacy |
| Job Reference | 74870 |
| Tenure | Indefinite |
| Salary Range | AU$ 174,458 - AU$ 219,038 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Sydney, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates
 |
| Position reports to the | Group Leader |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0-3 |
| Enquire about this job | Contact Thierry Rakotoarivelo via email at Thierry.Rakotoarivelo@data61.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).

### Role Overview

CSIRO’s Data61 is the digital technologies and data science arm of Australia’s national science agency. With around 400 staff and another 300 affiliate staff, Data61 represents one of the largest collections of R&D expertise in artificial intelligence, data science, cybersecurity, robotics, and software engineering in the world. With a focus on impact-driven science and technology, Data61 works across disciplines and industry sectors to solve some of the world’s greatest challenges through digital R&D.

In your role as Senior Principal Researcher in CSIRO, you will lead and conduct innovative research producing scientific achievements aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to investigating specific industry or community problems. You will have the opportunity to lead and conduct impactful research, build and maintain networks, mentor and collaborate with other researchers, drive research initiatives and secure associated funding. You will contribute to the strategic research directions of the Information Security and Privacy group, initiate and pursue novel ideas, develop new concepts, and provide scientific leadership to your team and group.

### Duties and Key Result Areas

* Leading and performing ground-breaking research in Data Privacy and Confidentiality Preserving Technology and its intersection with Machine Learning and Artificial Intelligence. Managing R&D projects in targeted application domain, to deliver world-class research outcomes.
* Actively building new collaborations and strengthening Data61’s network of industry partners, government agencies, and academics. Engaging with these stakeholders to initiate, develop, manage and secure funding for significant collaborative research initiatives aligned with the group’s research strategy.
* Identifying research and industry trends in Data Privacy and Confidentiality and related research areas. Contributing to the design of the group’s scientific strategy, informing portfolio analysis, and influencing the Research Program, Business Unit, and CSIRO’s research directions based on such trends.
* Providing scientific leadership and mentorship to colleagues and students and coordinating, allocating, and managing resources to carry out innovative and impactful privacy research of strategic importance to CSIRO Data61.
* Be recognised as an international authority in data privacy and confidentiality and typically possess knowledge across a range of scientific disciplines. Represent CSIRO Data61 and the privacy research group both nationally and internationally, including delivering research talks, disseminating scientific results and research outcomes, advising policy makers and sharing scientific knowledge to non-scientific audiences.
* Leading significant research work collaboratively as part of a multi-disciplinary, often regionally dispersed research teams to support the group’s scientific strategy, and CSIRO’s scientific objectives.

**Selection Criteria**

#### Essential

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

* A Ph.D. in a discipline area related to Data Privacy and Confidentiality, such as computer science, data science, applied mathematics, machine learning and artificial intelligence, cybersecurity, or another related field with relevant evidenced experience in the theoretical areas underlying privacy enhancing technologies.
* An outstanding publication record, including multiple papers in top-ranked peer-reviewed conferences and journals focusing on data privacy and confidentiality or closely related research fields (e.g., computer science, machine learning, cybersecurity).
* An established reputation and credibility within the data privacy and confidentiality community, or a closely related field (e.g., data science, machine learning, cybersecurity) with evidence of community recognition.
* Demonstrated experience in research leadership via managing research teams and/or leading significant research initiatives with domain-focused outcomes.
* A demonstrated ability to develop research strategies, propose and secure funding for novel multi-disciplinary initiatives, focusing on technologies related to data privacy and confidentiality including (but not limited to) data privacy measurement and modelling, privacy-enhancing technologies, or to a closely related research field (e.g., machine learning, cybersecurity, data science)
* A demonstrated ability to lead and deliver such multi-disciplinary initiatives or projects, including being responsible for research activities, team management, stakeholder engagements and collaborations with researchers from industry and academia..
* Demonstrated record of applying data privacy and confidentiality technologies (or closely related fields, e.g., machine learning, cybersecurity, data science) to application domains (such as digital agriculture, digital services, cybersecurity, health, etc) with evidenced outcomes and impacts.
* Demonstrated high level of oral and written communication skills with the ability to represent Data61 research externally to academia, government, and industry.

## **Desirable**

* A strong established network of collaborators in privacy and confidentiality technologies and related areas (e.g., machine learning, cybersecurity, computer science) or potential application domains (such as digital agriculture, digital services, cybersecurity, , health, etc).
* Previous experience in leading and performing research in responsible use of data, such as fairness, accountability, and trust for machine learning and artificial intelligence algorithms.
* A record of science innovation and creativity plus the ability and willingness to incorporate novel ideas and approaches into scientific investigations.
* Demonstrated ability to adapt own research directions and priorities to align with organisational research strategy updates.
* Familiarity with privacy policies and frameworks, with an understanding of the differences between privacy risk and privacy compliance.

## **Required Competencies**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Contributes to, or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

If you have any queries regarding finalising the Duties and Key Result Areas or the Special Requirements for this position, please consult with In-business HR or the Talent Acquisition Team.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Data61](https://data61.csiro.au/) 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