# Position Details

## Research Projects – CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Benthic and Fisheries Ecologist |
| Job Reference | 91526 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$89,680 – AU$101,459 per annum + 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, Biodiversity Imagery Annotation & Automation |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Ben Scoulding via email at [ben.scoulding@csiro.au](mailto:ben.scoulding@csiro.au) or phone +61 3 6232 5366 |
| 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).

### Role Overview

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff 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 Benthic and Fisheries Ecologist will be part of the Biodiversity, Imagery, Annotation and Automation (BIAA) team within the CSIRO Environment Business Unit, which consists of scientists with complementary skillsets who conduct research in benthic habitat mapping, population monitoring, machine learning, and impact assessments. The position requires a highly skilled scientist with expertise in deep-sea ecological and biodiversity research, and collection, post-processing, and analysis of marine imagery. Significant seagoing experience is also required.

The Benthic and Fisheries Ecologist will contribute to a broad range of research activities including benthic impact assessments, building machine learning training datasets and assisting in applying machine learning techniques to these data, contributing to international efforts to make imagery FAIR, and change-monitoring following fishery and conservation management intervention (recovery of habitats and depleted fish species). The role requires good knowledge of deep-water fauna, image collection, processing, and data management techniques – especially many functional areas of annotation software (e.g. VARS and SQUIDLE+) in which imagery data are acquired, annotated, archived and managed. The role will also include participation in field work on a range of commercial and research vessels.

### Duties and Key Result Areas

* Work closely with projects leaders in Environment BU to deliver high quality, timely, and collaborative research projects.
* Analyse image-derived data including data processing, database management, annotation, and application of machine learning techniques.
* Understand the FAIR principles and apply them to large collections of imagery and derived data.
* Actively participate on scientific voyages aboard research and commercial fishing vessels, including lead components of seagoing activities when required.
* Undertake spatial and temporal analysis of data and production of data outputs.
* Play an effective role within a team working with a broad portfolio of projects focused on biodiversity and imagery analysis (including annotation), and lead components of projects.
* Have a role in communicating research or technological results in internal and external forums and, where applicable, lead and contribute to peer-reviewed scientific papers.
* 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, sometimes 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 plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Minimum qualification of a Bachelor’s degree, or equivalent relevant work experience, in fisheries science, environmental science, marine biology, marine ecology or related field.
2. Demonstrated seagoing experience including participation in large-scale field programs.
3. Knowledge of deep-sea benthic biodiversity and fisheries ecosystems.
4. Experience with underwater marine imagery including acquisition, annotation, and application of image-derived data.
5. Strong verbal and written communication skills.

## **Desirable**

1. Experience with scripting languages such as R and Python.
2. Demonstrated understanding of machine learning techniques.
3. Familiarity with the FAIR principles.
4. Experience with spatial and temporal habitat mapping.
5. Demonstrated knowledge of deep-sea fauna (e.g. corals).

## **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.

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.

* 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.
* 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/>

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* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

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