# Position Details

## Research Scientist/Engineer- CSOF8

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| The following information is for applicants | |
| Advertised Job Title | National Environmental Science Program (NESP) Climate Systems Hub Lead |
| Job Reference | 95932 |
| Tenure | Specified Term until 30 June 2027  Full-time |
| Salary Range | Starting from AU$174k per annum plus up to 15.4% superannuation (negotiable based on skills and experience). |
| Location(s) | Hobart TAS; Melbourne VIC; Canberra ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team Leader, Regional Projections, Regional Climate Intelligence |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Jaci Brown via email at [jaclyn.brown@csiro.au](mailto:jaclyn.brown@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).

### Role Overview

The role of Research Scientist staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. They 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 National Environmental Science Program Phase 2 (NESP2) is a long-term commitment by the Australian Government. The program funds environment and climate research and is comprised of four hubs. The Climate Systems Hub (CSH) of NESP2 is a CSIRO-led collaboration with the Department of Climate Change, Energy, Environment and Water (DCCEEW), the Bureau of Meteorology, five key Universities (University of Tasmania, Monash University, Australian National University, University of Melbourne and University of NSW) and Knowledge Brokers that work within State Governments. The program provides research to advance the understanding of Australia’s climate, its extremes and associated drivers. This research directly informs climate mitigation and adaptation solutions for Australia. The CSH was established in 2020/21 and will run to 2026/27. More information can be found here: <https://nesp2climate.com.au/>

The Hub Lead will continue the success of the program until its close in 2027. The role of the Hub Lead is to engage with all the partners and bring them together to deliver climate science impact for Australia, while also aligning with the climate research ecosystem including the Australian Climate Service. The Lead is expected to be a respected practitioner in climate science with the capacity to guide relevant and effective, impact-focused climate research in a highly collaborative environment.

### Duties and Key Result Areas

The Climate Systems NESP2 Hub Leader will be required to:

* Drive an impact agenda aligned to CSIROs impact model though project design and staff culture.
* Lead active collaborations and maintain positive relationships with the Department, the other hubs involved in NESP2, the Hub’s governance committees and the Hub partners.
* Engage with other key climate initiatives in Australia to ensure a coordinated approach to climate science, services and engagement including contributing to processes to design future climate focused initiatives for national benefit.
* In partnership with the Climate Adaptation Initiative lead, ensure that the Hub engages in co-design and delivery with the broader climate stakeholder and cross-hub NESP2 communities.
* Promote and support the Hub priority of Indigenous engagement and connecting Traditional Knowledge with Hub climate science.
* Take primary responsibility and accountability for the successful delivery of the Hub’s approved research portfolio in line with the priorities of the Department, the Hub partners and key stakeholders.
* Guide the development and prioritisation of research projects to ensure they are effectively delivered within the available staffing and financial resources while also managing program risks. Ensure these research plans are delivered in a collaborative way across the program partners to take advantage of the broad range of expertise available.
* Lead a cross-agency program management team that is effective and efficient, and adheres to CSIRO Project management standards, policies and processes. More broadly, ensure the Hub’s governance and day-to-day administration complies with Department and partner guidelines and expectations and that the Hub’s resources are allocated and utilised fairly and transparently; meeting the Hub partner expectations and complying with the requirements of CSIRO and the Funding Agreement.
* Close out the program on time and on budget.

## **Selection Criteria**

#### Essential

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

1. A PhD (or equivalent) in a relevant field, ideally with managerial experience or qualifications, and combined with significant experience and depth of understanding of science from either a research or industry background.
2. Demonstrated experience in working across agencies and leading cross-agency program teams.
3. A proven ability to establish and develop strong stakeholder relationships, engage effectively, and align with multiple organisations and maintain strong professional and collaborative working relationships with key internal and external stakeholders, including working with Aboriginal and/or Torres Strait Islander people and community.
4. Strong project management, organisational, administrative, and analytical skills with the capacity to deal with ambiguity.
5. Demonstrated ability to comprehend science and technology concepts and models to support the translation of science and technology into value creation.
6. Established reputation and credibility in the relevant science domain with evidence of effective science leadership, publication history of authorship on scientific papers in peer reviewed journals and/or reports, or equivalent sector industry experience.

## **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 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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/), [CSIRO Environment BU](https://www.csiro.au/en/about/people/business-units/Environment) and [NESP 2 Climate Systems](https://nesp2climate.com.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