# Position Details

## Technical Services - CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Data Analysts (two positions) |
| Job Reference | 90566 |
| Tenure | Specified Term ending 22 December, 2023 - Full-time. |
| Salary Range | AU$105k - AU$114k pa (pro-rata for part-time), plus up to 15.4% superannuation |
| Location(s) | Black Mountain (Canberra) ACT  *Other locations may be considered for a remote appointment* |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian or New Zealand Citizens and Australian Permanent Residents * Australian temporary residents with work rights through to at least 22 December, 2023, with no requirement for sponsorship. |
| Position reports to the | Team Leader – Science and Decision Support |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Martin Westgate via email [Martin.Westgate@csiro.au](mailto:Martin.Westgate@csiro.au) or phone 0422 522 494 |
| 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 Atlas of Living Australia (ALA) is Australia’s biodiversity data infrastructure providing biodiversity data and related services to over 75,000 users in research, government, industry, and the public. The ALA Science & Decision Support team has a remit to support users from the research community, both via training and outreach and provision of novel software tools.

We are offering two roles to support projects within the team, focussed on development of R packages for specific applications. The first role is to support expansion of the EcoCommons statistical modelling platform, while the second will support links between the ALA and the biosecurity sector. Both positions are responsible for delivering standardised, reproducible software tools, and supporting the integration of those methods with the wider ALA software ecosystem. The Data Analyst may draw on established skills in quantitative ecology, ecological modelling, conservation (or related fields), to support and shape emerging pieces of Australia’s scientific infrastructure.

### Duties and Key Result Areas

* Develop scripts, packages and apps in the R programming language to support reproducible workflows and reports.
* Identify technical problems within existing software and work to resolve them promptly and constructively.
* Work collaboratively with colleagues within your team and across partner institutions to reach objectives.
* Work closely with external organisations to determine their needs and take responsibility for their satisfaction.
* Communicate respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Adhere to the spirit and practice of CSIRO’s Values, 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. Tertiary qualifications in Science, Engineering, Computer Science, Quantitative Ecology or another relevant field.
2. Proven advanced skills in R programming.
3. Excellent verbal and written communication skills, including a proven ability to engage effectively with colleagues and clients, and influence stakeholders.
4. A history of professional and respectful behaviours, with the capacity for self-motivation and strong collaboration, within a team environment.
5. Demonstrated ability to effectively manage a number of competing priorities simultaneously and carry out non-routine tasks independently.

## **Desirable**

1. Advanced studies in ecology, conservation or evolutionary biology
2. Demonstrated experience of R package development
3. Experience in Species Distribution Modelling and climate change projections

## **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:** 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.

Special 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.
* To be eligible for this position you must be willing and able to travel interstate and/or overseas and to work outside of normal office hours when required.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [National Collections and Marine Infrastructure](https://www.csiro.au/en/about/people/business-units/ncmi) 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