



Australia's National  
Science Agency

# Research Fellowship Indigenous Graduate Program

Identified role - Indigenous

Join CSIRO, where we make the impossible happen



# Join Team CSIRO

## 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 pay our respects to their Elders past and present. View our vision towards reconciliation.

## CSIRO – Australia’s national science agency

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.

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.

The CSIRO Indigenous Science and Engagement Program (ISEP) aims to foster a science landscape that is in respectful partnership with Indigenous Australia, delivering innovative, sustainable, holistic solutions to meet our greatest national challenges. The ISEP team 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.

CSIRO’s Indigenous Graduate Program has been developed to support the Indigenous Science and Technology Sector by developing an Indigenous pipeline of future leaders and researchers of the innovation system.

For more information on our work, visit [csiro.au](http://csiro.au) and [csiro.au/research/indigenous-science](http://csiro.au/research/indigenous-science).

# Build your career with CSIRO

## Research Fellowship Indigenous Graduate Program

Our program offers more than just technical training in your discipline. The program is intended to enhance your capability by providing you the opportunity to undertake a Higher Degree by Research program in a supportive research environment, so you can become a future leader in your field.

This 3 to 5 year program gives you the opportunity to learn and be supported by some of the world's foremost researchers, connect with other Indigenous graduates and researchers across Australia and work on research that is of interest to you and CSIRO's mission driven science.

You will be supervised by project and team leaders and have a dedicated Indigenous Graduate Program Coordinator. They will oversee the management of your development and placements to ensure you receive the best level of support, leadership, development and suitable work assignments that best match your career aspirations.

You will be provided up to 4 days a week to work on your PhD while working as part of the broader team on research related activities.

You will have access to time away from your day-to-day activities to engage and network with other Indigenous staff and participate in program events and activities as well as cultural events such as NAIDOC week.

Successful candidates will receive:

- An individual learning, development and training plan tailored to your career aspirations.
- Career training and coaching suited to your learning style.
- Opportunities to develop skills and experience in a collaborative and supportive environment where our team members flourish and thrive.
- Opportunities to build your network and connect with Indigenous staff and our broader communities at CSIRO.
- Pastoral care and career support from a dedicated program coordinator.
- A competitive salary with generous leave entitlements and flexible working conditions.
- Experience working with Australia's national science agency.

## Program placements

CSIRO will match you to a team or project that aligns with your research interest and supports you to complete a Higher Degree by Research program.

This program is designed to build your research and scientific capability so you can pursue a career either with CSIRO or beyond. If you have any placement or supervisor preferences, we welcome you to include this in the application process.

**Tenure:** Specified term of 3 to 5 years (term length will depend on what stage of the HDR journey you are at).

**Salary range:** AU\$ 89,680pa to AU\$ 98,513pa (pro-rata for part-time) + up to 15.4% superannuation

**Location(s):** Any CSIRO site across Australia

**Relocation assistance:** Financial assistance to cover the cost of relocation, including flights and accommodation, if required.

## Eligibility

CSIRO is looking for Aboriginal and/or Torres Strait Islander people who have completed in the past 5 years, or will soon complete, an undergraduate university degree in a science, technology, engineering or mathematics field. Plus has an interest in pursuing a research or scientific career and is eligible to apply or currently enrolled in Higher Degree by Research program at an Australian university

Our research units include Agriculture and Food, Manufacturing, Health and Biosecurity, Environment and Mineral Resources and more.

# Role and responsibilities

## Duties and key result areas

Successful candidates will participate in program activities and events, complete and maintain their learning and development plan and undertake role specific duties as part of their placements under the direction of a project or team leader with support from the Indigenous Graduate Program Coordinator.

While in the program, Graduates will:

- Under general direction, contribute to research and/or technology through the development of original and adapted experimental methods, equipment or software.
- Undertake a wide variety of tasks or tasks with a high degree of specialisation.
- Show initiative to seek new approaches to meet experimental or technological needs when encountering new problems where methods are not defined.
- Participate in the identification and definition of research and/or technological problems with colleagues.
- Liaise with clients to determine their needs and take personal responsibility for their satisfaction.
- Address problems promptly and in a constructive manner.
- Participate in planning projects and accept responsibility for scheduling and completion of major parts of the project, including evaluation of options, experimental design, data collection and analysis, user and customer research, user experience and/or software design, implementation and delivery,
- Make significant contributions to the interpretation and communication of research or technological results and may collaborate on drafting presentations to, and/or detailed written reports for, clients and the scientific and/or technology community.
- 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.

## 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

## Selection criteria

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

- An undergraduate degree (graduated within the last 5 years) or will soon complete an undergraduate university degree in a science, technology, engineering or mathematics field and has an interest in pursuing a research or scientific career, and is eligible to apply or currently enrolled in Higher Degree by Research program at an Australian university
- Experience undertaking research and/or working in a research environment
- Demonstrated experience participating and contributing to the goals and objectives of a team.
- Ability to communicate openly, effectively and respectfully with a diverse range of people using a range of communication methods (i.e. verbal, written, report, presentations).
- A desire to build a research or scientific career.

## Special requirements

Appointment to this role is subject to a provision of a pre-employment background check, confirmation of completion of an undergraduate degree, confirmation of eligibility or enrolment in a HDR program and may be subject to other security/medical/character requirements.

CSIRO considers the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under section 8(1) of the *Racial Discrimination Act 1975* (Cth) and therefore the position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship. Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.

# How to apply

## Application process

If you are interested in CSIRO's Research Fellowship Indigenous Graduate Program and meet the requirements of the program, please apply online via [csiro.au/careers/impossiblewithoutyou](https://csiro.au/careers/impossiblewithoutyou).

To appropriately assess your application, provide a cover letter addressing the selection criteria and a resume detailing your work and education experience and interest in the program.

If you would like assistance with your application, please contact the Indigenous Graduate Program Coordinator.

## Interview process

Your first interview will be with the Indigenous Talent Acquisition Team to determine suitability and eligibility for the program.

If successful in the first interview, candidates will then be interviewed by relevant team and project leaders to assess suitability on specific projects of work which will determine a candidate's placement as part of the program.

## Further information

For more information about the program or if you would like a confidential conversation about this opportunity, please contact the Indigenous Graduate Program Coordinator, Tommy Zeaiter at [IndigenousCareers@csiro.au](mailto:IndigenousCareers@csiro.au)

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

CSIRO. Unlocking a better future for everyone.

### Contact us

1300 363 400  
[csiro.au/contact](http://csiro.au/contact)  
[csiro.au](http://csiro.au)

### Further information

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