# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Bolton Research Scientist |
| Job Reference | 94788 |
| Tenure | Specified Term of 48 months  Full-time (could be extended to 60 months with part time option) |
| Salary Range | AU$105,806 - AU$114,500 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Any of the ATNF sites (Marsfield, Narrabri or Parkes, NSW, or Perth WA) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Minh Huynh via email at Minh.Huynh@csiro.au or phone +61 8 6436 8696 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central** A cover letter and research plan (saved as one document) should be submitted as part of the job application, indicating your future research directions and suitability to the selection criteria.  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 in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. You 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 Bolton scientist is Australia's longest standing prize fellowship in astronomy and provides an outstanding opportunity for research in Australia. The Bolton is designed to help scientists build upon emerging strong careers as independent researchers. Bolton scientists will undertake independent research and/or development in any area relevant to the Australia Telescope National Facility (ATNF) observational capabilities.

CSIRO Space and Astronomy is committed to providing a safe and inclusive workplace culture and implementing initiatives to improve diversity and equity within our workplace. This role is offered on a full‐time, part‐time or job share (if circumstances permit) basis.

### Duties and Key Result Areas

* In collaboration with senior research scientists, carry out innovative, impactful astrophysics research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Present results at major international conferences.
* Enhance and support the Australia Telescope National Facility.
* In collaboration with S&A staff assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Address problems promptly and in a constructive manner, selecting the most profitable lines of attack upon a problem, preparing detailed design proposals and experimental protocols.
* Undertake experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established in accordance with research design, or as required.
* Draw on professional expertise, knowledge of other disciplines and research experience, to recognise opportunities for innovation and to generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* 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, often 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. A doctorate in Astronomy, Astrophysics or related discipline.
2. Demonstrated research experience and expertise in Radio Astronomy.
3. A record of science innovation and creativity, plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
4. Demonstrated aptitude to initiate and lead a research project aligned with Space and Astronomy’s capabilities and strategic priorities.
5. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.

## **Desirable**

1. Experience with commissioning new astronomical instrumentation
2. Experience with observational projects that are aligned with ATNF capabilities.
3. Computing skills relevant to data reduction and/or analysis of modern large-scale radio astronomy data sets

## **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 responses 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 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/) and 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

**CSIRO Space and Astronomy (S&A)** provides facilities for scientists from Australia and around the world to explore our solar system and beyond. S&A operates a number of world-class radio astronomy observatories that are collectively known as the Australia Telescope National Facility (ATNF). These include the Parkes/Murriyang 64m diameter radio telescope, the Australia Telescope Compact Array at Narrabri and the Australian Square Kilometre Array Pathfinder (ASKAP). CSIRO also operates NASA’s Canberra Deep Space Communication Complex (CDSCC) located in Tidbinbilla, on the outskirts of Canberra. The ASKAP telescope at Inyarrimanha Ilgari Bundara, our Murchison Radio-astronomy Observatory, in Western Australia has recently begun full survey operations. CSIRO has deep engagement with the SKA Observatory as construction on the SKA-Low telescope commences at Inyarrimanha Ilgari Bundara. S&A metropolitan sites are Marsfield, New South Wales on the east coast, and Kensington, Western Australian on the west coast.

Find out more about [S&A](https://www.csiro.au/en/Research/Astronomy)

Find out more about the [Australia Telescope National Facility](https://www.atnf.csiro.au/) (ATNF)

**What CSIRO offers you**

Bolton Research Scientists may choose to be based either at the S&A offices in Sydney or Perth, Australia or at other telescope sites (Narrabri, Parkes). Sydney and Perth are both cosmopolitan, multi-cultural cities with beaches within an easy commute from many suburbs. The Sydney astronomical community consists of researchers at the ATNF, the University of Sydney, the University of New South Wales, Macquarie University and Western Sydney University. Perth also offers a vibrant research community, with the Pawsey Supercomputing Centre, Australian SKA Regional Centre, and SKA Observatory co-located at the Kensington site, and the International Centre for Radio Astronomy Research located at the nearby University of Western Australia and Curtin University campuses.

A discretionary research allowance will be available, together with assistance with relocation and other benefits, including health insurance. CSIRO offers all staff flexible working arrangements as standard. We offer a vibrant and collaborative work environment. CSIRO actively supports a safe, healthy and enriching working environment for all staff.