

# Position Details

## Research Scientist/Engineer – CSOF5

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| The following information is for applicants |
| Advertised Job Title | Agricultural-Climate Scientist |
| Job Reference | 96106 |
| Tenure | Specified Term of 36 months Full-time  |
| Salary Range | AU$110,038 - $119, 080 (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra ACT or Brisbane QLD preferred. Other major cities may be considered. |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates including Australian/ New Zealand Citizens, Australian Permanent Residents, Australian Temporary Residents or international candidates. Visa sponsorship support will be provided by CSIRO to international candidates |
| Position reports to the | Team Leader – Resilience and Adaptation |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Rebecca Darbyshire via email at rebecca.darbyshire@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 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**

As a research scientist in CSIRO, you will have the opportunity to conduct innovative research that contributes to scientific or technical knowledge and has impact on the ground. You will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new research ideas and approaches that contribute to Australia’s grand challenges.

### This position will be based in the Resilience and Adaptation team of CSIRO Agriculture and Food’s Sustainability Program and will work with researchers from CSIRO’s Climate Science Centre and other scientific areas of CSIRO. You will contribute to science development to drive impact through agri-climate insights that supports resilience and strengthens Australian agriculture.

### The position will contribute to, and where require lead, engagement and adoption in both the public and private sectors as pathways for impact to the broader agriculture sector.

### Expertise in agricultural systems, climate science and knowledge of farming systems and decision making at the enterprise scale and within agribusiness will allow the successful candidate to work with stakeholders to provide underpinning evidence and design solutions to support agribusinesses and food systems under a changing climate.

### **Duties and Key Result Areas:**

* Contribute to the development of climate risk and adaptation knowledge, approaches and tools, working with the agriculture industry and commercial stakeholders to ensure effective outcomes and adoption.
* Provide translation of climate science to be meaningful for agricultural decision making and incorporate novel approaches by adapting and/or developing original concepts and ideas for existing and future research.
* Develop relationships with Australian agricultural and agribusiness stakeholders that generate understanding of climate challenges to determine their needs so the science and applications developed will be relevant to them. Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good research and applications practice, collaboration and enhancement of CSIRO’s reputation.
* Present results in a meaningful format, prepare reports for clients and/or write high quality scientific papers for publication and for presentation at national and international conferences.
* Work effectively to foster positive collaborative relationships as an integral member or leader of a multi-disciplinary, often regionally dispersed research team, to undertake independent scientific investigations and carry out delegate associated tasks under broad guidance from more senior Research Scientists/Engineers.
* Represent CSIRO externally, where required, including in public forums, with industry or the research sector or with Government.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment procedures and policies, Diversity initiatives and Zero Harm goals.
* Other duties as required.

### **Selection Criteria**

#### **Essential**

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

* A doctorate or equivalent research experience in a relevant discipline area, such as agricultural or climate science.
* Experience in one or more of climate adaptation, decision sciences, climate change, climate risk management, agricultural systems or agricultural risk management as evidenced by scientific publications journals and/or authorship of other technical papers, reports, grant applications or patents.
* Training or demonstrated knowledge of agricultural systems science including understanding of the drivers, trends, opportunities and constraints on agriculture and agribusiness particularly in relation to climate variability and change.
* Demonstrated knowledge of how to engage diverse stakeholder types to generate understanding of climate challenges, and a capacity to use and translate climate information into an agricultural context to inform agribusiness, industry and policy-maker decision making.
* The ability to work collaboratively and effectively as a member or leader of a multi-disciplinary, regionally dispersed research team, and an understanding of the importance of inclusion and diversity in our projects and teams.

#### **Desirable:**

* Experience in large multi-stakeholder projects.
* Experience in developing digital solutions for agriculture.
* Experience in delivering climate services.

### **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:** 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

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.

## **About CSIRO:**

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