# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Senior Research Scientist – Livestock Systems |
| Job Reference | 97956 |
| Tenure | Specified Term of up to 3 years; Full-time |
| Salary Range | AU$126,313 - AU$148,014 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Brisbane/Townsville, Queensland, or Darwin, NT (to be negotiated) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates |
| Position reports to the | Team Leader – Sustainable Livestock Systems |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dean Thomas. [Dean.Thomas@csiro.au](mailto:Dean.Thomas@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. The Research Scientist may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist 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.

As part of the Sustainable Livestock Systems team, this role will contribute to research on the sustainable production of livestock (ruminants) in intensive and extensive systems, but particularly focusing on cattle production in northern Australia. This will involve leading experimental research and developing modelling scenarios using various tools. Examples of research foci could include landscapes or land management, decision support opportunities using digital technologies, or production efficiency. The successful candidate will work as part of team to secure and deliver projects of national and internationals significance, with a focus on industry impact and co-design.

### Duties and Key Result Areas

* Champion innovation within the team and across the organisation, promoting a culture of collaboration and on-time delivery on research objectives.
* Work closely with the team and group leader, to develop research projects in alignment with the strategic priorities for the program and Research Unit.
* Provide strategic inputs to the research direction and conducting high quality science.
* Develop and deliver on collaborative research activities in livestock systems (with benefit for northern Australia livestock systems) for customers, including livestock enterprise and supply chain evaluation.
* Build and maintain alliances and networks that help maintain and grow the business, including representing the team in partnerships, conferences, networking, promotions, etc.
* Ability to maintain awareness of advances to scientific knowledge and technology, are receptive to original and innovative concepts of others and willing to integrate these into their programs.
* Develop challenging but realistic research plans and negotiate resource requirements with research managers or clients.
* Lead and supervise staff to ensure experiments are established in accordance with the research design and are completed within the agreed timeframes and budget.
* Act as a trusted advisor, utilising knowledge of the clients’ business and understanding of their underlying needs.
* Anticipate industry and/or community needs and market direction through client liaison and networking.
* Communicate research results to clients and the scientific community through oral and written reports and prepare documentation for patent applications (where relevant).
* Advise policy makers and inform and transfer knowledge to non-scientific audiences as required.
* 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 and diversity initiatives.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as agricultural economics, systems modelling, pasture or livestock science.
2. Demonstrated ability to work constructively within a multidisciplinary research team of scientists to engage with stakeholders to identify priority areas of work, develop scenarios for evaluation of systems scenarios using modelling tools and software, design and manage experimental research, collate and analyse data, prepare customer reports, and communicate project outcomes to collaborators, farmers and industry.
3. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
4. The ability to work effectively as an integral member of a multi-disciplinary research team and foster an environment in which there is a high level of co-operation within and between teams.

## **Desirable**

1. A good understanding of livestock production systems within Australia, with knowledge of northern Australian livestock systems or similar being considered an asset
2. Experience in the development of livestock systems models
3. Experience in software engineering and advanced analytical methods e.g. AI/ML

## **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:** 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:** 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:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

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.

## **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
* Trusted