# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Aquatic Ecologist |
| Job Reference | 95634 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$121,455 - AU$142,321 per annum  plus up to 15.4% superannuation |
| Location | Albury, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian / New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team leader, Aquatic Ecology |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Paul McInerney via email at paul.mcinerney@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/Engineer staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist/Engineer may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist/Engineer 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 Aquatic Ecology team within the Managing Water Ecosystems group, this role will contribute to developing and delivering science, undertaking research and bolstering freshwater ecology capability across the Environment Business Unit to service existing and future research initiatives. We anticipate that the successful candidate will have an established career in freshwater ecology, with a focus on quantitative ecology desirable. The candidate will be able to work on projects that utilize large datasets to combine multiple sources of evidence to guide sustainable management of rivers, wetlands and floodplains. The candidate will ideally have experience working in Australian aquatic ecosystems, including the Murray-Darling Basin.

### Duties and Key Result Areas

* Under general direction, use professional expertise, knowledge of other disciplines and research experience and achievement to formulate, develop and complete an approved research program.
* Develop challenging but realistic research plans and negotiate resource requirements with research managers or clients.
* Take responsibility for smaller research projects or elements of larger projects within and/or across Business Units.
* 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 doctorate in a relevant discipline area of freshwater ecology.
2. Demonstrated advanced knowledge of wider aspects of riverine and floodplain ecology, with a strong understanding of the research needs and ecological issues within Murray-Darling Basin, and potentially throughout Australia.
3. A track record on interactions with key State and Federal stakeholders.
4. Demonstrated impact of adoption of research into water planning or management.
5. A strong record of publications in quality, peer reviewed journals as well as client reports
6. Strong written and oral communication skills including the ability to publish research results, prepare reports and present the results of scientific investigations at national and international conferences and stakeholder meetings.
7. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out independent individual research, to achieve organisational goals.
8. A record of science innovation and creativity plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable**

1. Working knowledge of freshwater systems outside of Australia.
2. Experience working internationally.

## **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 [Environment Business Unit](https://www.csiro.au/en/about/people/business-units/Environment) 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