# Position Details

## Research Scientist/Engineer- CSOF5/6

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| The following information is for applicants | |
| Advertised Job Title | Sea Level Research Scientist |
| Job Reference | 95943 |
| Tenure | Indefinite (CSOF5/6) |
| Salary Range | CSOF5: AU $105k to AU $114k pa (pro-rata for part-time) + up to 15.4% superannuation  CSOF6: AU $121k to AU $142 pa (pro-rata for part-time) + up to 15.4% superannuation  \*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate |
| Location(s) | Hobart or Melbourne preferred, but Adelaide, Brisbane, Canberra and Perth will be considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates (visa sponsorship may be provided to the successful candidate if required) |
| Position reports to the | Team leader |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Xuebin Zhang via email at Xuebin.Zhang@csiro.au or phone +61 3 6232 5043 |
| 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.

Sea-level Rise (SLR), a widely recognized indicator of anthropogenic climate change, demands our systematic and comprehensive investigation by maintaining long-term observation networks, improving understanding of all contributing sea level processes, as well as building up solid modelling capability to simulate the evolution of those processes both in the past and the future. Regional sea levels exhibit significant variations from global mean values, at various spatio-temporal scales associated with different driving mechanisms. Society needs reliable and detailed regional sea level information for comprehending past changes and making informed projections for the future. Such insights are critical for implementing evidence-based actions in adaptation and mitigation efforts to address SLR issue.

CSIRO undertakes pure and applied research within a project-based framework with staff participating in teams that deliver innovative science-based solutions to stakeholders. CSIRO is the leading entity in Australia and the Pacific region with the expertise to produce process-based sea-level projections. The future sea-level projection products developed by CSIRO have been utilized by over 20 countries, including Australia, Southeast Asian countries, and Pacific Island countries. As part of the Sea Level, Waves and Remote Sensing (SLWRS) Team, in the Climate Intelligence Research Program, CSIRO Environment, this role will play a pivotal role in understanding, observing, modelling and projecting sea level on both global and regional scales. Potential areas of research expertise for this position include, but are not limited to, global and regional sea-level projections, sea level budget closure, historical sea-level reconstruction, ocean/climate/earth system modelling for sea level applications, and sea-level fingerprint due to land ice melting. The role will be expected to carry out innovative research, contributing to sea level research development, well recognized internationally. Over time, the new hire will also be expected to build up capability in managing junior staff members and research projects, mentoring students, and postdoctoral fellows. Additionally, the role will engage actively with various stakeholders to share sea level research findings and raise public awareness of climate change issues, including SLR.

### Duties and Key Result Areas

* Undertake global and regional sea level research, including but not limited to sea-level projection, sea level budget closure, sea-level reconstruction, ocean/climate/earth system modelling for sea level applications, and sea-level fingerprint due to land ice melting.
* Run and analyse climate/ocean/earth system model experiments for sea level purposes, and/or set up regional high-resolution modelling to get better representation of dynamic sea level around Australia or other regions of interest.
* Engage actively with Australian cryosphere modelling community to collaborate on studying impacts of polar ice sheets on global and Australian sea levels.
* Develop and publish sea level relevant datasets to share publicly.
* Communicate research findings actively via scientific publications and presentations, share research findings with the broader audience (such as non-experts and public), and engage with stakeholders.
* Interact with international sea-level community proactively to play an active role in new developments and applications of sea level research, and ensure their benefits are realised in Australia.
* Work Collaboratively with colleagues within the team/project, the Business Unit, across CSIRO, and with peers in the research community to produce first-class science achievements and high-quality project deliverables in support of CSIRO’s scientific objectives.
* Under the supervision or guidance of more senior researchers, plan and draft research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Draw on professional expertise, knowledge of other disciplines and research experience to recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Undertake activities focused on one or more elements of larger research projects.
* Apply discretion to decide and implement strategies appropriate to the successful completion of work.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Address problems promptly and in a constructive manner.
* Provide supervision and coaching to students, postdoctoral fellows and junior staff.
* 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.
* 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.
* Note: Appointment at CSOF 6 will involve more of the higher level responsibilities listed above, including taking on more leadership, stakeholder engagement, initiation of projects and greater support/leadership of junior staff.

## **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 physical oceanography, meteorology, geodesy, glaciology, and climate science. \*Note: This position is advertised across two levels. CSOF 5 is typically considered early career (at least 3 years of relevant research experience since obtaining PhD) and a CSOF 6 is considered mid-career (at least 6-10 years relevant research experience since obtaining PhD)
2. Well-developed expertise in sea level research, including but not limited to sea-level projection, sea-level budget closure, sea-level reconstruction, ocean/climate/earth system modelling for sea level applications, sea-level fingerprint, historical sea level monitoring based on in-situ and satellite observations.
3. Outstanding track record in either running ocean/climate/earth system models for sea level applications or analysing existing large-size modelling output such as various World Climate Research Programme (WCRP) Model Intercomparison Projects (MIPs) related to sea level research.
4. Demonstrated ability to undertake original, creative, and innovative research by generating and pursuing novel ideas and solutions to complex scientific research problems.
5. Proven track record of publishing scientific papers in leading peer-reviewed journals.
6. High level communication skills with the ability to represent the research team effectively internally and externally, including presentation of research outcomes at national and international conferences.

## **Desirable**

1. Productive collaboration experience with other international sea level research teams, or large-scale international research projects related to sea level research.
2. Remain productive, positive and resilient in complex, and/or ambiguous situations.
3. Experience in engaging with stakeholders or non-experts to share research findings.
4. Successful securing research funding via competitive application process (CSOF6).
5. Leadership experience in managing small teams or research projects, mentioning students and/or postdoctoral fellows (CSOF6).

## **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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

## **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