# Position Details

## Research Projects- CSOF4 & CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Experimental Scientist in ecosystem and biodiversity science |
| Job Reference | 96961 |
| Tenure | Indefinite, Full-time |
| Salary Range | CSOF4: AU$93,267 - AU$105, 517 per annum (pro-rata for part-time) + 15.4% superannuation  CSOF5: AU$ 110,038 – AU$119,080 per annum (pro-rata for part-time) + 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) | Black Mountain, Canberra ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens Only |
| Position reports to the | Team Leader, Adaptive Ecosystem Management Team |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Suzanne Prober, via email at [Suzanne.Prober@csiro.au](mailto:Suzanne.Prober@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 Projects staff in CSIRO is to collaborate in scientific activities with other research staff, usually by leading or assisting with detailed planning and practical implementation of research projects.

This position represents an exciting opportunity for a highly motivated person to join the Adaptive Ecosystem Management team in Canberra, ACT. The Adaptive Ecosystem Management team uses field, modelling, genomic and expert elicitation approaches to improve our ability to understand, manage and restore Australian biodiversity and ecological communities, and facilitate their adaptation to climate change. This includes addressing ecological disturbance regimes, soil degradation and climate stressors; and where possible working in collaboration with Indigenous people to facilitate joint environmental and cultural benefits. We work across a range of Australian ecosystems, with specialisation in temperate eucalypt woodlands and fragmented agricultural landscapes, as well as an emphasis on national scale projects to inform environmental accounting and nature repair.

The appointee will contribute to delivering the portfolio of projects managed by the team or wider Program. This would include leading or assisting with planning and implementation of workshops and fieldwork, leading or assisting with experimental logistics, field and glasshouse-based data collection, data entry and management, and assuming project management and health and safety roles. Community engagement (including Natural Resource Management (NRM) practitioners, agricultural, Aboriginal and Torres Strait Islander communities and land managers) is an important aspect of the role, to empower communities to engage fully in NRM practices and reach their goals in land management.

### Duties and Key Result Areas

* Assist or lead planning and implementing workshops for expert elicitation of ecosystem knowledge and other purposes, including management of ethics and privacy approvals
* Assist or lead planning, organisation and safe undertaking of a varied field work program including flora and fauna surveys using traditional and novel monitoring approaches
* Manage field and expert-elicited data and format for ingestion into digital formats for databases and spatial data, for example using the Fulcrum app
* Manage other project logistics such as coordination and processing of soils and specimens, ensuring availability of vehicles, equipment and resources
* Manage and undertake effective communication with diverse stakeholders including developing / reviewing written material and managing and maintaining good communications with project partners to facilitate partners’ effective undertaking of workshop, field and data roles
* Contribute to managing and developing written material for projects such as booklets for the Australian Ecosystem Models Framework, workshop summaries and reporting
* Build skills in identification of plants and/or other organisms in the field and laboratory to increasingly lead field biological survey and monitoring roles.
* Address problems promptly and in a constructive manner.
* Participate in planning projects and accept responsibility for scheduling and completion of major parts of the project, including evaluation of options, experimental design, data collection and analysis, user and customer research, user experience and/or software design, implementation and delivery.
* Make significant contributions to the interpretation and communication of research or technological results and may collaborate on drafting presentations to, and/or detailed written reports and papers for clients and the scientific and/or technology community.
* 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**

Please note that we strongly encourage you to **respond to each of the essential and desirable selection criteria in detail** and attach it to your cover letter as **one** document.

#### Essential

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

1. Relevant Bachelors/Masters degree and/or equivalent relevant work experience in applied ecological sciences
2. Demonstrated excellent organisational capacity and interpersonal skills applicable to leading project components and to planning and implementing workshops and field days, including management of ethics and privacy and respectful interactions with experts and collaborators
3. Proven experience in terrestrial ecological monitoring and leading ecological fieldwork in a safe manner, including ability and availability to travel remotely for up to 10 days at a time
4. Demonstrated capacity for meticulous and efficient data collection, management and processing, adhering to information management principles and standards
5. Strong communication skills, including managing and maintaining relationships with stakeholders, partners and clients, and willingness to build skills in workshop facilitation
6. A current Australian driver’s licence, willingness to undertake first-aid and 4WD training if required, and a strong commitment to the practice of Health, Safety & Environment

## **Desirable**

1. Competency in identification of plants and/or fauna groups and an understanding of experimental design principles, or strong willingness and ability to learn these skills
2. Experience or aptitude to develop skills in Geographic Information Systems
3. Demonstrated understanding of issues that affect Aboriginal and Torres Strait Islander people and communities, and ability to communicate sensitively and effectively within the appropriate cultural framework

## **Required Competencies at CSOF4**

* **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:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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.

## **Required Competencies at CSOF5**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team 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:** 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:** 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 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.
* The successful candidate will be required to obtain and maintain a security clearance at the baseline level.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Environment Business Unit - CSIRO](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