# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Quantitative Fisheries Scientist |
| Job Reference | 97071 |
| Tenure | Indefinite  Full-time position available; flexible arrangements by negotiation |
| Salary Range | AU$110,038– AU$119,080 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Hobart, TAS |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader, Temperate Population Dynamics & Management Strategy Evaluation (MSE) |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Geoff Tuck via email at [Geoff.Tuck@csiro.au](mailto:Geoff.Tuck@csiro.au) or phone +61 3 6232 5106 |
| 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 at CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. They may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. They will also 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 ‘Temperate Population Dynamics and MSE’ team, the role of the Quantitative Fisheries Scientist will be to manage, synthesise and analyse large data sets, with the purpose of contributing to the management of marine living natural resources. It will involve analysing data collected from commercial fishing vessels and other sources using a variety of different quantitative and qualitative research methods. The role involves working in a team that conducts marine resource research including stock status estimation, management strategy evaluation and the evaluation of broader marine ecosystem impacts in Australian and international fisheries, with a particular application to management related issues.

### Duties and Key Result Areas

* Undertake research and analysis relevant to the management of Australian living marine resources.
* 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.
* Participate in identification of further opportunities which arise from research and initiate new lines of research.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Interact with other CSIRO researchers in identifying research priorities and developing new project proposals.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Address problems promptly and in a constructive manner.
* 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 equivalent combination of qualifications and research experience, in mathematics, statistics, environmental science or natural resource management, including formulating, implementing and applying quantitative natural resource models in an environmental or natural resource management context.
2. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
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. Demonstrated computer programming ability in R, C++, Python, or similar language.
5. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team.

## **Desirable**

1. Knowledge and background of new technological advances in marine or fisheries science and management, such as machine learning and close-kin mark-recapture.
2. Experience in statistical model fitting and using fisheries stock assessment and statistical estimation packages such as SS, CASAL, SAM, BUGs, ADMB, TMB, rTMB.
3. Experience using software development tools such as git, subversion, docker.
4. Experience using markup languages such as Markdown, Rmarkdown, Latex.
5. An appreciation of the principles of ecosystem-based management and ecologically sustainable development.
6. Knowledge of Australia’s fisheries and fisheries management systems.

## **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 be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people 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