# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Molecular Biologist/Bioinformatician |
| Job Reference | 97235 |
| Tenure | IndefiniteFull-time |
| Salary Range | AU$110K - AU$119K 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 | Research Team Leader – Predator Populations |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Peter Grewe via email at peter.grewe@csiro.au or phone +61 3 623 25222 or Ashley Williams via email ashley.williams@csiro.au or phone +61 456 188 321 |
| 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 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/Engineer 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.

CSIRO Environment, through the Sustainable Marine Futures Program, is recognised internationally for its strategic and applied science in the sustainable use and management of fishery resources and conservation of threatened and endangered species.

Sustainable Marine Futures (SMF) is seeking to employ a Research Scientist/Engineer to design and develop tools to estimate animal age and other life-history traits from patterns of DNA methylation (epigenetics). The position will work closely with project leaders and staff within SMF, the Environomics FSP and Data 61 to develop and deliver collaborative research projects that deliver strong future science.

As part of a highly innovative research team, the successful applicant will have strong collaboration skills and an excellent publication record, in a relevant field, demonstrating the development and application of novel approaches to address critical research challenges in marine resource management.

### Duties and Key Result Areas

* Contribute to the development and application of epigenetic ageing to a variety of harvested and conservation listed marine vertebrate species.
* Develop research into epigenetic markers for additional life-history traits and population differentiation relevant to species management.
* Work with senior scientists to integrate epigenetic ageing into the laboratory and analytical workflows of close-kin mark recapture and other natural resource and conservation management applications.
* Under the supervision of more senior researchers, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* 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 Genomics, Bioinformatics or Statistics.
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 or grant applications.
4. Demonstrated experience in high-level scientific computing.
5. Demonstrated experience in handling large genomic datasets and carry out complex analyses with particular focus on epigenetics and/or population genetics.
6. Demonstrated ability to communicate to a wide variety of audiences.
7. Demonstrated ability to work collaboratively and effectively in a multidisciplinary team.

## **Desirable**

* Demonstrated skills in molecular laboratory including NGS library preparation.
* The ability and willingness to undertake remote/at sea fieldwork to collect tissue samples.
* Capability to apply genomic approaches to teleost and elasmobranch fish species for conservation and management.
* Demonstrated experience working with software packages for analysis of SNP datasets (e.g., DArTR, Radiator, Geneious, Kinference).

## **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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and <https://my.csiro.au/OrgInfo/CSIRO-central/CSIRO-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