# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Applied Vertebrate Pest (Rodent) Research Scientist |
| Job Reference | 94318 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$110,038 - AU$119,080 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Black Mountain, Canberra, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates that include:   * Australian/New Zealand Citizens, * Australian Permanent Residents, * Australian Temporary Residents,   Overseas applicants who may require visa sponsorship from CSIRO |
| Position reports to the | Team Leader, Rodent Management Team |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Peter Brown via email at Peter.Brown@csiro.au or phone +61 2 6246 4086 |
| 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/ 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.

The Rodent Management Team is leading Australia’s efforts in understanding and developing management strategies for tackling mouse plagues and improving management options for rodents in intensive livestock systems. Effort focusses on monitoring and forecasting mouse populations, improving control strategies, and understanding mouse ecology and behaviour in no-till farming systems. Wild house mice cause substantial economic, social and environmental impacts, particularly during mouse plagues.

For this vertebrate pest (rodent) role, you will join a dynamic and interdisciplinary team working at the interface of applied and fundamental science in a highly collaborative environment. The role will focus on understanding and developing vertebrate pest management strategies in broadacre and intensive agricultural systems.

Understanding these effects is critical in the pest management context, from informing essential parameters in genetic biocontrol modelling studies to better understand broader management implications. As part of these projects, you will be responsible for independently running field experiments to test hypotheses. You will use a range of techniques to assess rodent populations and behaviour in response to various management practices and manipulations to develop specific recommendations for end-users. There will be a strong communications component to the role to enable end-users to understand the implications of rodent populations including management practices.

### Duties and Key Result Areas

* With guidance from senior researchers, participate in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Undertake field-based research (including experimental design and data analysis) to deliver on project-related outputs.
* Draw on professional expertise and research experience to recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues and industry stakeholders 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.
* Produce high quality scientific papers suitable for publication in high quality international journals, for client reports, and for presentation at national and international conferences.
* Address problems promptly and in a constructive manner.
* Undertake experimental and/or observational research activities and may supervise and/or train others to ensure experiments are established in accordance with research design.
* 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, 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, Diversity initiatives and Making Safety Personal goals.
* 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 vertebrate pest ecology.
2. Demonstrated ability to undertake original, independent, 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, reports and/or grant applications.
4. Demonstrated theoretical, conceptual and practical knowledge undertaking large-scale vertebrate pest ecology field experiments to test hypotheses.
5. Demonstrated experience with planning and implementing vertebrate pest field work (trapping, handling, measuring, assessing) and experience with a range of techniques to study macro-level habitat use and micro-habitat use, camera trapping, diet analysis, and management of data.
6. Experience with writing animal ethics and human research ethics proposals and familiarity with relevant codes of practice.
7. Experience in using databases (e.g. MS Access) and advanced statistical knowledge and experience preferably using R.
8. The ability to work effectively as part of a multi-disciplinary, multi-location research team to achieve project goals.
9. Willingness and ability to travel for field trips for up to 2 weeks.
10. A current driver’s licence.

## **Desirable**

1. Demonstrated experience with invasive and non-invasive collection of tissues (e.g. for genetic studies, assessment of breeding status and/or disease analyses).
2. Demonstrated statistical skills particularly in relation to analysing and presenting geospatial data.
3. Knowledge of Australian farming systems.
4. Demonstrated skills in conducting economic and financial analysis of farming practices or profitability analyses.

## **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 [Health and Biosecurity](https://www.csiro.au/en/research/natural-environment/Biosecurity) 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