# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Research Projects Officer in Data Science and Biosecurity |
| Job Reference | 95833 |
| Tenure | Indefinite, Full-time |
| Salary Range | AU$93k - AU$105k per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Perth, Canberra, or Brisbane. |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates including Australian/New Zealand Citizens, Australian Permanent Residents, Australian Temporary Residents and overseas candidate who may required visa sponsorship support from CSIRO. |
| Position reports to the | Team Leader – Weed Management Systems |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr. Mariana Hopper via email at mariana.hopper@csiro.au or phone +61 8 9333 6023 |
| 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 collaborates in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

As part of the Environmental Biosecurity Group, this role will contribute to developing and optimising innovative data analyses tools and platforms, often through experimentation, to enable improved biosecurity outcomes. This will be a hands-on role suitable for a proactive, inquisitive biologist, ecologist, entomologist, or plant pathologist who enjoys spending time handling biological datasets on the desktop, and is comfortable developing and improving protocols in laboratory, glasshouse, and/or field settings.

### Duties and Key Result Areas

* Under limited supervision, undertake a range of biologically grounded data processing and analyses, troubleshooting and optimisation.
* Develop methodologies for data capture in the field, glasshouse, and laboratory with data analytics and processing platforms in perspective.
* Maintenance of laboratory colonies (e.g. insects, phytopathogens, plants).
* Record experimental results in a structured manner within Electronic Lab Notebooks while also entering research data into research databases for downstream analyses.
* Conduct literature reviews, investigations and inspections in the field or laboratory including associated analysis involving statistical or graphics software.
* Under general direction, contribute to research and/or technology through the development of original and adapted experimental methods, equipment or software.
* Undertake a wide variety of tasks or tasks with a high degree of specialisation.
* Show initiative to seek new approaches to meet experimental or technological needs when encountering new problems where methods are not defined.
* Participate in the identification and definition of research and/or technological problems with colleagues.
* Liaise with clients to determine their needs and take personal responsibility for their satisfaction.
* 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 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 group 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. Relevant bachelor’s degree or equivalent relevant work experience in biology, ecology, entomology, plant pathology, or agrisciences.
2. Experience in laboratory, glasshouse, and/or field-based work.
3. Previous experience in handling biological datasets, including data standardisation, zero-inflated data, and record absences.
4. Proven experience in developing scripts and coding for data analyses (R, Python).
5. Previous experience in the field of biosecurity.
6. The ability to work effectively as part of a multi-disciplinary team under the general direction from project leaders and team leaders.

## **Desirable**

1. Previous experience in classical biological control systems
2. Previous experience or interest in bioinformatics
3. Previous experience or interest in working with geospatial datasets.

## **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 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.

Special Requirements

* The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. 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/) 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