# Position Details

## Research Projects- CSOF3/4

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| The following information is for applicants |
| Advertised Job Title | Project Scientist – Critical Minerals |
| Job Reference | 94497 |
| Tenure | Specified Term until 30 June 2026 Full-time or part-time (0.8-1.0 FTE) |
| Salary Range | **CSOF3:** AU$70,874 – AU$90,202 per annum + 15.4% superannuation**CSOF4:** AU$93,267 – AU$105,517 per annum + 15.4% superannuation\* Applications may be considered across two capability levels, and the successful candidate will be appointed at the level commensurate with their skills and experience. |
| Location(s) | Waterford, Western Australia (Whadjuk Noongar Country) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian or New Zealand Citizens
* Australian Permanent Residents
* Australian Temporary Residents with a valid work visa
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| Position reports to the | Research Team Leader |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Allan Costine via email at allan.costine@csiro.au or phone +61 8 9334 8031 OR Joanne Loh via email at joanne.loh@csiro.au or phone +61 8 9334 8057 |
| 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

CSIRO Mineral Resources (CMR) is one of the largest minerals R&D groups in the world, with ~350 employees, and has a proud track record of supporting industrial innovation across the minerals value chain.

We apply our expert knowledge and specialised research to deliver technologies and solutions that solve complex and challenging problems faced by minerals and METS (mining equipment, technology, and services) companies, governments, and other industry stakeholders.

Our R&D is targeted at growing Australia's mineral resource base, increasing the global competitiveness of the Australian minerals industry, and driving social and environmental performance across the global minerals industry.

CMR is comprised of six research programs (Discovery, Characterisation, Sustainable Mining Technologies, Hard Rock Mining, Sensing and Sorting, and Processing), with our main facilities located in Perth, Brisbane, Melbourne, and Sydney. CMR’s Processing Program is one of the largest mineral processing R&D programs in the world, with ~100 employees, and an established history of delivering world class R&D with a very strong focus on industrial innovation via technological commercialisation.

The role of a Project Scientist in the Processing Program is, under the guidance of senior staff, to collaborate in scientific and technological activities with other research staff, usually by assisting with detailed planning, undertaking experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The successful candidate will be expected to deliver into laboratory and pilot-scale research being undertaken in the critical minerals space, supporting the research and development of novel IP to help unlock Australian deposits and enable the production of battery-grade materials at commercial scale. As part of a flexible and dynamic work force, the successful candidate will support different research areas as and when required.

Applications are considered across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience.

### Duties and Key Result Areas

* Under technical direction, safely carry out experiments, laboratory analyses or technical development activities (some non-routine), using a range of techniques, often working on several parallel and concurrent tasks, both independently and as part of a team.
* Activities will vary widely and can include mineral leaching (atmospheric, pressure), roasting, solution purification (e.g. crystallisation, precipitation, ion exchange, solvent extraction), physical separation (flocculation, settling, filtration), analyses, etc.
* Co-ordinate, produce, maintain, and abide by technical, experimental and safety documentation as appropriate.
* Data processing, results interpretation and report writing.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* 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, often 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 (HSE) procedures and policy, Diversity initiatives and Zero Harm goals.
* Maintain confidentiality in relation to commercially sensitive information (including intellectual property) of CSIRO and/or research or commercial partners.
* Other duties as directed.

***Additional duties and key result areas at the higher capability level (CSOF4) will also include:***

* Safely undertake experiments, laboratory analyses or technology development activities (some non-routine) using a range of techniques, often working on several parallel and concurrent tasks, both independently and as part of a team, 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 well defined or established.
* Participate in the identification and definition of research and/or technological problems with colleagues.
* 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.

**Selection Criteria**

#### It is *highly recommended* that you specify the CSOF level you are applying for and address the relevant Selection Criteria in your cover letter, in addition to providing your C.V.

#### Essential

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

1. A relevant tertiary qualification or equivalent applied research or industry experience in Chemistry, Mineral Processing or Engineering.
2. A demonstrated history of maintaining health and safety requirements while working in a hazardous environment.
3. Experimental proficiency in broad range of laboratory-based procedures.
4. Strong communication skills and the ability to work effectively in a collaborative environment and independently.
5. Familiarity/competency with Microsoft Office software (Excel, Word and Outlook).

***For consideration for appointment at the higher capability (CSOF4) level, the additional essential criteria will also include:***

1. Degree qualification and practical experience in hydrometallurgical and mineral processing activities in a research and development environment.

**Desirable**

1. Proficiency in hydrometallurgical and mineral processing activities.
2. Hands-on experience in high-purity production facilities (e.g. specialty chemicals, pharmaceuticals).

**Required Competencies**

**CSOF3**

* **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

## **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.

**Special 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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/), CSIRO [Mineral Resources](https://www.csiro.au/en/Research/MRF) and [Resourceful - mineral resources news - CSIRO](https://www.csiro.au/en/work-with-us/industries/mining-resources/resourceful-magazine) for more information.

We work flexibly at CSIRO, offering a range of options for how, when and where you work. We are working hard to recruit people from diverse backgrounds and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish.

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