# Position Details

## Research Management- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Project Leader – Indigenous science and biological collections (Identified Role – Indigenous) |
| Job Reference | 96137 |
| Tenure | Specified Term of 3 years  Flexible – full-time to part-time 23 – 37 hours per week (30 – 50%) |
| Salary Range | AU$126,313 - AU$148,014 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Negotiable, Canberra preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship.  CSIRO considers the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under *section 8(1) of the Racial Discrimination Act 1975 (Cth).* Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person |
| Position reports to the | NCMI Science Director/ Deputy Director |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 1 |
| Enquire about this job | Ilona Stobutzki  via email at ilona.stobutzki@csiro.au or phone +61 (0) 499 975 381 |
| 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

* Bring your passion for Indigenous Science, environmental research, and research infrastructure to help NCMI embed Aboriginal and Torres Strait Islander voices and views within CSIRO’s National Research Collections and the Atlas of Living Australia.
* Establish and undertake a co-design process with an Aboriginal and Torres Strait Islander reference group to identify areas of mutual benefit and build opportunities for co-designed and Indigenous-led science.
* Engage across our National Research Collections Australia (NRCA) and Atlas of Living Australia (ALA) teams and with the CSIRO Indigenous Science and Engagement Program, Legal, Information Management and Technology and other key areas of CSIRO to champion richer Indigenous partnerships, and collaborative projects.

This role will lead the internally funded *Indigenous Science and CSIRO’s national research collections and digital infrastructure project*, working closely with our Research Project Advisor – Indigenous Science and the NCMI Science Director/Deputy Director. This is an opportunity to lead our step change to acknowledge the value of Indigenous science and knowledge systems and contribute to new ways of working and research. This work will contribute to CSIRO’s commitment to improve collaborations with Aboriginal and Torres Strait Islander peoples in transforming the Australian science landscape, towards a future innovation system, in which Indigenous science, governance, cultural knowledge and practice are acknowledged and interwoven with western science.

The NRCA program includes seven national biological collections, including the Australian National Insect Collection and the Australian National Wildlife Collection, and the associated data (including images and genetic data) and digital infrastructure. NRCA partners closely with the Atlas of Living Australia, which delivers trusted biodiversity data from collections across Australia to inform decision making. This new program builds on the Atlas of Living Australia’s existing Indigenous ecological knowledge program, and NRCA’s projects with Indigenous communities.

In this role, you will work with an Aboriginal and Torres Strait Islander Reference Group, to co-design a partnership approach and identify areas of mutually beneficial collaboration specific to *Indigenous Science and CSIRO’s national research collections and digital infrastructure*. You will contribute to establishing trusted relationships with Indigenous cultural knowledge holders, Indigenous organisations and relevant Australian initiatives, including ones related to Indigenous Cultural and Intellectual Property and Indigenous Data Sovereignty.

You will work with a CSIRO project Advisory Group, to ensure linkages with key areas, including the Indigenous Science and Engagement Program, and draw on experience and learnings from across CSIRO. You will work with the NRCA and ALA teams to improve engagement, undertake the project work and strengthen cultural capacity and understanding. In partnership with CSIRO Legal, the project will review our policies and practices for the management and use of biological specimens and associated data, to identify any gaps in relation to CSIRO and national policies and international agreements.

### Duties and Key Result Areas

* Lead and manage the internally funded *Indigenous Science and CSIRO’s national research collections and digital infrastructure project,* including project management and planning, financial management and ensuring outputs are delivered and reporting requirements met.
* Work with the NCMI Science Director (as sponsor), Research Project Advisor – Indigenous Science and the NRCA, and ALA teams to engage, co-design, plan and co-deliver the project, and then monitor and manage the establishment and effectiveness of the project.
* Establish and provide support to the Aboriginal and Torres Strait Islander reference group and CSIRO project advisory group.
* Engage with and establish trusted relationships with Aboriginal and Torres Strait Islander cultural knowledge holders, communities and organisations to identify research opportunities which are determined by the Aboriginal and Torres Strait Islander stakeholders.
* Establish relationships with relevant CSIRO stakeholders and business units who will provide guidance to the project (including through the advisory group) and establish and maintain effective communication with key contacts from these areas.
* Establish collaborative relationships with relevant initiatives (such as Australian Research Data Commons Indigenous data commons), where appropriate.
* Engage expertise as required to support NRCA and ALA to deliver project elements, as appropriate.
* In conjunction with Aboriginal and Torres Strait Islander peoples support initiatives aimed at focussing activities which address social and cultural acceptance of recognising and valuing Indigenous knowledge systems and science.
* 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 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.

CSIRO requires the provision of a pre-employment background check for preferred applicants for all new positions. Where matters are disclosed in a pre-employment background check, only those that are relevant to the position and the ability of the applicant to perform the role will be taken into account.

## **Selection Criteria**

#### Essential

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

1. A PhD (or equivalent) ***or*** managerial qualifications relevant to the delivery of science.
2. Strong interest, or experience in Indigenous Science and an ability to provide, engage and communicate Indigenous knowledges and perspectives on work related projects and a demonstrated track-record of genuine consideration of Traditional Owners and Custodians as part of a project process and outcomes.
3. Experience representing an organisation and/or research team in Aboriginal and/or Torres Strait Islander communities and respectfully delivering against organisational objectives.
4. Knowledge of research collections, or biodiversity digital infrastructure, or biodiversity/environmental science, or relevant area.
5. Experience in leading effective science or technology teams, preferably multi-disciplinary teams, to develop innovative approaches.
6. High-level written and oral communication skills, evidenced by advanced reporting, presentation and negotiation abilities.
7. A proven ability to foster effective relationships, both within CSIRO and with external partners.

## **Desirable**

1. Experience is working with frameworks and principles associated with Indigenous Cultural and Intellectual Property and Indigenous Data Sovereignty.
2. Experience in working with external and internal reference or advisory groups.

## **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:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.
* **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance 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.
* The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
* The successful candidate will be required to provide contact details of at least one Aboriginal and/or Torres Strait Islander person to be a cultural referee to confirm their ability to work and communicate respectfully with Aboriginal and/or Torres Strait Islander peoples.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and https://www.csiro.au/en/about/people/business-units/NCMI 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