# Position Details

## Research Projects – CSOF4

|  |
| --- |
| The following information is for applicants |
| Advertised Job Title | Farming Systems GHG Analyst |
| Job Reference | 99532 |
| Tenure | Specified Term of 4 years Part-time, 0.6 FTE |
| Salary Range | AU$96,811 – AU$109,527 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Brisbane (St Lucia or Forest Hill) QLD or Canberra (Black Mountain) ACT preferred*Toowoomba QLD or other CSIRO sites may be considered, if required, based on needs of the role and individual circumstances* |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens
* Australian Permanent Residents
* Australian Temporary Residents with an existing valid working visa for the full duration of the specified term (until June 2029)
 |
| Position reports to the | Team Leader, Sustainability Assessment and Metrics |
| Client Focus – Internal | 10% |
| Client Focus – External | 90% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Ian Watson, Group Leader – Footprints & Credentials, via email at Ian.Watson@csiro.au or phone +61 438 122 512; OR Contact Maartje Sevenster (she/her), Principal Research Scientist – Sustainability Assessment & Metrics, via email at maartje.sevenster@csiro.au or phone +61 2 6246 4180 |
| Support and workplace adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via email Piumi.Desilva@csiro.au (Piumi De Silva – Talent Acquisition Partner) if we can help you to equitably participate in our recruitment process or the role itself. |
| How to apply | Apply online at <https://jobs.csiro.au/> Internal applicants please apply via **Jobs Central**We encourage you to reach out if you require any support or experience difficulties when applying – please email careers.online@csiro.au |

**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).

**About CSIRO**

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world’s largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](https://www.csiro.au/research/indigenous-science), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](https://www.csiro.au/) for more information.

**Role Overview**

The role of Research Projects staff in CSIRO is to collaborate 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.

CSIRO's ‘Footprints & Credentials’ group focuses on quantifying the environmental impacts of agricultural and other economic activities, in the Australian context. They develop tools and methodologies for assessing and reporting on sustainability, helping organisations evaluate and improve their environmental, social, and governance (ESG) performance. This involves activities like sustainability reporting, benchmarking, and providing guidance on best practices. They also work on verifying food product claims and demonstrating the sustainability of Australian agrifood exports.

Within this wider group, and specifically as part of the ‘Sustainability Assessment and Metrics’ Team, this role will contribute to vital research aimed at low emissions intensity farming systems, through delivery of best practice emissions intensity data. The Farming Systems GHG Analyst will be supporting key projects that are in partnership with Grains Research and Development Corporation (GRDC), and the role will use process-based models, working with a team of agronomists, and within action-research networks, in collaboration with state partners from WA, SA and NSW.

###  Duties and Key Result Areas

* 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.
* Utilise experience and understanding of cropping systems and life cycle GHG accounting to contribute to the design and implementation of systems-based approaches for addressing complex challenges in agricultural or environmental contexts.
* Collect, manage, and analyse data from a variety of sources, ensuring accuracy, consistency, and usability.
* Create and maintain scripts and tools using coding programs such as R to process, analyse, and visualise large and complex datasets for research and decision-making.
* Develop and implement workflows to manage and integrate complex, and often incomplete, data for use in modelling and analysis.
* Apply novel statistical approaches to develop, code and operationalise data visualisation techniques and products.
* Work in an agile manner to deliver project tasks within multi-disciplinary teams in a timely manner that are fit-for-purpose.
* 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.
* Address problems promptly and in a constructive manner.
* Plan work for completion of tasks within agreed deadlines or achieving agreed results.
* Make contributions to the interpretation and communication of research or technological results and collaborate on 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 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. Relevant bachelor’s degree or equivalent relevant work experience in farming systems.
2. Experience with process-based farming system models, and demonstrated understanding of cropping systems and associated sources of emissions.
3. Strong experience in data analysis and using coding programs (such as R or similar), with the ability to process large datasets from a range of sources.
4. Proven ability to build workflows to manage complex, often incomplete, data to provide integrated data inputs for a range of uses.
5. Ability to develop, code and operationalise data visualisation techniques and products.
6. A current Australian driver’s licence.

## **Desirable**

1. Experience with setting up and running complex APSIM (or other model) simulations and analysing results, requiring negotiation and communication skills.
2. Demonstrated understanding of life cycle GHG accounting.
3. An understanding of farming systems in the Australian grains industry.

## **Not sure if you meet all the criteria?**

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don’t let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

## **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.

## **Setting you up for success**

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email Piumi.Desilva@csiro.au (Piumi De Silva – Talent Acquisition Partner) if we can help you to equitably participate in our recruitment process or the role itself.

## **Life at CSIRO and flexible working arrangements**

We [work flexibly at CSIRO](https://www.csiro.au/en/careers/life-at-csiro/Flexible-work), offering a range of options for how, when and where you work.  We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](https://www.csiro.au/en/careers/life-at-csiro/Benefits) and [career development](https://www.csiro.au/en/careers/life-at-csiro/Career-development) opportunities. To learn more, visit [Careers at CSIRO](https://www.csiro.au/en/careers).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](https://www.csiro.au/en/careers/life-at-csiro/Diversity-inclusion-belonging) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit, and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

## **CSIRO values**

CSIRO is a values-based organisation committed to values-based leadership.

|  |  |  |
| --- | --- | --- |
| **Value** | **Descriptor** | **Behaviour** |
| **People first** | Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences.  | * Respectful
* Caring
* Inclusive
 |
| **Further together** | We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems. | * Accountable
* Authentic
* Courageous
 |
| **Making it real** | We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change. | * Partnering
* Cooperative
* Humble
 |
| **Trusted** | We’re driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia’s trust in CSIRO. | * Curious
* Adaptive
* Entrepreneurial
 |

## **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).

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 undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.