# Position Details

## Research Scientist/Engineer- CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Principal/Senior Principal Research Scientist/Engineer (Technical Leader – Robotics Perception and Autonomy) |
| Job Reference | 99438 |
| Tenure | Indefinite, Full-time |
| Salary Range | AU$157,833.00 - AU$188,331.00per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Pullenvale |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Group Leader – Robotic Perception and Autonomy |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | [navinda.kottege@data61.csiro.au](mailto:navinda.kottege@data61.csiro.au) (Research Director), or [james.leith@csiro.au](mailto:james.leith@csiro.au) (Human Resources Specialist Manager) |
| 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

CSIRO’s mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. CSIRO’s Data61 is the digital technologies and data science arm of Australia’s national science agency. With around 500 staff and another 500 affiliate staff through its network of university partners, Data61 represents one of the largest collections of R&D expertise in artificial intelligence, data science, cybersecurity, robotics, and software engineering in the world. With a focus on impact-driven science and technology, Data61 works across disciplines and industry sectors to solve some of the world’s greatest challenges through digital R&D. The Robotic Perception and Autonomy (RPA) group with around 30 full-time staff and a similar number of students and affiliates is one of the largest robotics research labs in Australia and is globally recognised.

We are now looking for a Principal/Senior Principal Research Scientist to work alongside the Group Leader to provide technical leadership to the Robotic Perception and Autonomy group and deliver on CSIRO’s mandate for world-class research that provides innovative solutions for industry, government and the community. This technical leadership role will spearhead our efforts in impactful research translation. This will include setting up industry problems as research projects and mapping our research capability into solutions sought by industry. This role is expected to scope, plan, lead and deliver research projects that provide beneficial impact for industry and society. This will often require working with geographically dispersed multi-disciplinary teams performing collaborative research.

It is expected that the technical leader will maintain an active research career by authoring publications while being guided by the group leader to lead research projects within the Group, Program, or across CSIRO. These may include joint/collaborative projects involving staff from other Groups in the Program/Research Unit and other parts of CSIRO plus external collaborators. Staff at this level would typically manage larger scale/more complex Projects.

### The successful candidate must be a strategic thinker, collaborative and passionate in growing a world leading reputation in robotic perception by keeping abreast of the latest global technical developments and trends to allow CSIRO to maintain a competitive advantage.

### Duties and Key Result Areas

* Use broad scientific knowledge, vision and influence to deliver strategic research outcomes of importance to science, the economy, society and/or the environment aligned with Research Unit objectives.
* Contribute to science impact planning for the Research Group and Program under the guidance of the Research Group Leader;
* Identify emerging research and economic issues and plan and implement research in anticipation of international scientific/economic/environmental change.
* Be recognised as a national/international expert in a relevant field through a record of scientific creativity and innovation.
* Integrate knowledge with a sound understanding of other disciplines to create new research directions/hypotheses that may challenge accepted theories and practice.
* Participate in, and manage, multi-organisation research projects which require interactions with researchers and officials from other countries.
* Establish and lead research networks that engage leading scientists from other organisations in addressing issues of national or global importance to influence key decision-makers.
* Play an important role in commercialisation activities including identification of potential markets, protection of intellectual property and provision of technology transfer plans to industry.
* Employ a long-term perspective when addressing clients’ problems and balance immediate costs against the benefits or long-term relationships.
* Be a part of the clients’ decision-making processes from the earliest stages.
* Often lead or direct negotiation of complex, sensitive or contentious research matters.
* 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.*

* Relevant doctorate in Engineering, Computer Science or equivalent relevant work experience in robotic perception and autonomy.
* Demonstrated ability to strategically develop projects and opportunities that respond to national and global research challenges and lead portfolios of projects of scale and/or complexity and manage financial and project performance.
* Evidence of strong industry and/ or government engagement to develop, implement and successfully deliver a portfolio of research projects, including financial and risk management.
* Strong track record of research translation where delivering research project outcomes lead to adoption and beneficial impact for industry and/or society.
* Demonstrated ability to work effectively as an integral member and leader of a multi-disciplinary, regionally dispersed research project team, and foster an environment in which there is a high level of co-operation within and between teams.
* Ability to keep abreast of latest global technical developments and trends in the area of robotics and computer vision to inform, and guide research projects to maintain a competitive advantage in these domains.

## **Required Competencies**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Contributes to, or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising 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 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.
* *If you have any queries regarding finalising the Duties and Key Result Areas or the Special Requirements for this position, please consult with In-business HR or the Talent Acquisition Team.*

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO’s Data61](https://www.csiro.au/en/about/people/business-units/Data61) 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