# Position Details

## Research Projects – CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Project Manager – Freshwater Science |
| Job Reference | 100498 |
| Tenure and work schedule | Specified Term of 18 months  Part-time, 0.6 FTE  *We will explore flexible work arrangements based on needs of the role and individual circumstances.* |
| Salary Range | AU$131,113 – AU$153,639 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) and office arrangements | Negotiable – Any CSIRO Site with Environment RU presence would be considered (Darwin NT; Brisbane QLD; Canberra ACT; Adelaide SA; Perth WA; Hobart TAS; Aspendale VIC) |
| 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 a valid working visa for the full duration of the specified term (with **no requirement for visa sponsorship**) |
| Position reports to the | Team Leader, Integrated Freshwater Landscapes |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Simon Linke (he/him), Team Leader – Integrated Freshwater Landscapes, via email at [simon.linke@csiro.au](mailto:simon.linke@csiro.au) or phone +61 7 3833 5591 |
| Support and workplace adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via email at [Piumi.Desilva@csiro.au](mailto: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](mailto: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. This role will work as a project manager and science communications professional in two projects – the International Ramsar Hub, as well as the large-scale Murray-Darling reporting project Flow-MER.

The CSIRO ‘Water Security’ Program has been delivering a portfolio of projects under the CSIRO–DCCEEW MoU (Department of Climate Change, Energy, the Environment and Water; Memorandum of Understanding). This is to support the management of environmental water, undertake bird flu surveillance and for climate adaptation in Ramsar wetlands, all in the Murray-Darling Basin. The Ramsar wetlands work is supported by two phased projects (Ramsar 1 and 2), focusing on Murray-Darling Basin Ramsar wetlands.

As part of this portfolio, the Project Manager in this role will play a pivotal role in the establishment and delivery of a newly proposed National Ramsar Hub, a strategic initiative under the CSIRO Water Security Program. This role sits within the Integrated Freshwater Landscapes Team, part of the Managing Water Ecosystems Research Group, and contributes to CSIRO’s broader mission to support water and environmental management in the face of climate change.

The Project Manager will be responsible for coordinating across CSIRO, the Department of Climate Change, Energy, the Environment and Water (DCCEEW), and jurisdictional partners to design and manage a suite of work packages focused on climate adaptation planning for Ramsar wetlands across Australia. This includes overseeing the integration of existing and new project phases, ensuring alignment with national priorities, and facilitating collaboration among stakeholders.

CSIRO is contracted by the Commonwealth Environmental Water Holder to report on the environmental outcomes of its annual watering program against (Murray-Darling) Basin Plan objectives and environmental watering targets. The Flow-MER reporting team is responsible for production and delivery to the client of high quality and visually appealing evaluation and research reports for multiple audiences, principally technical but with summary material prepared for a less technical audience.

The successful applicant will work with a team of scientists and programmers to deliver a suite of reports to the client every year. The applicant will have prime responsibility for editing the reports to style and standard, including preparation of diagrams that capture the methodological approaches and outcomes of the evaluations and research activities.

This position is critical to the delivery of trusted environmental information that informs evidence-based policy and supports ecosystem resilience. It directly contributes to CSIRO’s strategic impact areas, including Future Water, Biodiversity, and Climate Monitoring and Intelligence Programs.

Ideally, the successful applicant will have a degree in natural sciences or science communication with leadership experience in communicating across large collaborative projects.

### Duties and Key Result Areas

* High level project management, including planning, monitoring, and reporting and engaging with stakeholders across all levels, including senior leadership.
* Manage large multi-stakeholder programs and communicate across wide programs.
* Apply specialist expertise to solve complex problems within a discipline or across a diverse range of projects.
* Be responsible for activities such as developing and delivering novel technologies, developing and implementing project plans, analysing, validating and reporting results within the constraints of various project plans.
* Support cross-disciplinary teams as they move from launch to scale up and deliver impact.
* Independent management of complex workflows/timelines to meet deadlines.
* Proactively identify synergies and best practice across teams, opportunities for process improvement and ways to achieve efficiency and impact.
* Ability to articulate clearly and effectively the goals of the project(s) to staff and leaders to gain acceptance and realise the aims of the project(s).
* Create an environment that encourages new ideas and provide support for the development of emerging skills.
* Demonstrate exceptional people management and interpersonal skills, including ability to manage a broad set of relationships within the organisation to ensure motivated, high-performance teams.
* May lead or coordinate CSIRO’s contribution to collaborative projects involving other organisations.
* Ensure that client or end-user needs are met and typically have a leading role in the effective transfer of new technology to industry/community.
* Be accountable for the quality of the results delivered, the alignment of the project activities with the business, research and/or technology directions.
* Maintain a sound understanding of the client’s business or a market opportunity, negotiate work requirements with clients or project teams and ensure that client and project team needs are met.
* Act as a trusted advisor and demonstrate creativity to determine and anticipate client or project needs.
* Identify and adapt quickly to changes in client or project needs and changes in the external environment.
* Gain the support of influential clients for the goals of their project(s).
* Represent the organisation in external scientific or technological forums as required and may establish and lead such forums.
* Demonstrate commitment to fostering a culture that supports diversity in gender, culture, and experience, which enhances creativity and skill mix.
* 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, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Minimum qualification of a Bachelor’s degree in a relevant field such as ecological sciences or science communication.
2. Significant demonstrated experience in high level communication of ecological knowledge.
3. Proven experience in managing complex, multi-million-dollar environmental science programs and projects.
4. Demonstrated excellence in knowledge brokering and translating complex scientific research into accessible, impactful communication products for diverse audiences.
5. Exceptional oral and written communication, interpersonal, negotiation and representational skills, including experience working across diverse teams and large organisations.
6. Expertise in project and program reporting, milestone tracking, and delivering high-quality outputs aligned with branding and accessibility standards.
7. Demonstrated ability to build & maintain strong professional and collaborative working relationships across a wide range of disciplines at all levels of the organisation and externally, as well as ability to proactively seek and influence multiple key stakeholders, within a complex and ambiguous environment, to achieve successful outcomes.

## **Desirable**

1. Sound understanding of science and innovation policies & programs and collaboration/partnership models pertaining to CSIRO operations, including demonstrated understanding of recent approaches to mission-oriented science and innovation policies.

## **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 team 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.

## **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](mailto: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.

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| **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.