## Position Description

## Research Scientist/Engineer – CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Groundwater Science Leader |
| Job Reference | 98554 |
| Tenure and Work Schedule | Indefinite  Full-time |
| Salary Range | AU$188,331 to AU$236,456 per annum (pro-rata for part-time) plus 15.4% superannuation |
| Location(s) and Office Arrangements | Waite Campus, Adelaide, SA (Kaurna Country) preferred  *Flexible work options available* |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates (visa sponsorship may be offered) |
| Position reports to the | Group Leader, Groundwater Management Group |
| Client Focus – Internal | 10% |
| Client Focus – External | 90% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Carmel Pollino via email at [carmel.pollino@csiro.au](mailto:carmel.pollino@csiro.au) or phone +61 2 6246 4147 |
| Support and Workplace Adjustments | We offer a range of reasonable supports and workplace adjustments. Please let Vicki Ferrar know via email [vicki.ferrar@csiro.au](mailto:vicki.ferrar@csiro.au) or phone +61 7 3214 2369 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 Scientist staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. They may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist will also have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

This position sits within the CSIRO Environment Research Unit, within the Water Security Program and the Groundwater Management Group.

The successful candidate will be a national leader in groundwater science and will strengthen CSIRO as a national leader in water science, and in particular, groundwater science. They will have established national and international networks and develop a project portfolio of activities with a national focus on impact. The successful candidate will work across CSIRO and the broader water science innovation system.

The successful candidate would need to demonstrate skills in leadership at a national level, a record of scientific impact, with a track record of leading teams, successful business development and leading partnerships and collaborations.

### Duties and Key Result Areas

* Provide national and international leadership in groundwater science, positioning CSIRO as a national and global lead in developing and delivering science for groundwater resources, as part of a broader understanding of hydrological science.
* Lead the delivery of a nationally consistent scientific foundation to map, characterise and model Australia’s groundwater resources.
* Deliver a national approach to define the current and future state of groundwaters (including evapotranspiration and recharge) to underpin the future sustainable use of Australia’s groundwaters, considering drivers such as climate change.
* Lead the development and delivery of methods and tools to quantify groundwater resources spatially and temporally, using fit-for-purpose models and environmental tracer capabilities.
* Lead the development of methods and tools to quantify uncertainty where existing groundwater data is sparse, with specific, focused investigations to reduce uncertainty.
* Lead the application of this knowledge to assess future sustainability of regional groundwater supply and water security more broadly.
* Seek an integrated approach in their leadership and activities, through engaging with the broader water, environment, minerals and energy capabilities in CSIRO.
* Seek collaborations with the broader groundwater science and management community and the broader water community.
* Lead engagement with key science partners, including Australian Nuclear Science and Technology Organisation, Geoscience Australia, Bureau of Meteorology, universities, government and private sectors and the broader community.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A PhD (or an equivalent combination of qualifications and research experience) in a relevant field.
2. Demonstrated international recognition as a national science leader in groundwater.
3. Successful development of a project portfolio and generation of projects as a leader, leading multi-site teams.
4. Ability to undertake original, creative and innovative research in groundwater science, with impact at a national scale.
5. Established networks in groundwater and more broadly in water science, working with complex settings.
6. History of authorship of high impact scientific outputs and demonstrated impact at a national scale.
7. A demonstrated commitment to health, safety, and wellbeing of staff, willing to challenge the status quo in pursuit of Zero Harm.

#### Desirable

1. Experience working across disciplines and organisations to achieve impact at a national scale.

## **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:** 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.

## **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 [Vicki.Ferrar@csiro.au](mailto:Vicki.Ferrar@csiro.au) (Vicki Ferrar – 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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test) – <https://ielts.com.au/>