



Australia's National
Science Agency

Indigenous Research Manager – Indigenous Knowledges and Collections (Identified Role – Indigenous)

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organisation



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Acknowledgments

Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their culture and we pay our respects to their Elders past and present. [View our vision towards reconciliation.](#)

Acknowledgement of artist and artwork

‘Journeys’ by Bree Buttenshaw (Little Butten)

This artwork starts with a star, representing an oncoming Aboriginal and/or Torres Strait Island person into their team. This person brings their own knowledge and experiences to CSIRO.

As they journey through the different pathways provided by CSIRO they continue to grow. This is represented by the star getting bigger and more complex designs. The star is surrounded by other shining stars who influence and support their growth and development.

The star is always surrounded by others, they are part of a larger, supportive network.

This story takes place in the night sky, reflecting CSIRO’s exploration and research of sciences.

The star, continues on its journey, moving off the picture plane. Growth and the pathways that take us there are not defined by a single moment. Our learning journeys are forever expanding, shifting and growing.

Bree Buttenshaw is a proud Kalkadoon woman living on Quandamooka Country. Bree mixes traditional and contemporary art together to create unique stories. She is inspired by her environment and her art reflects her feelings and experiences.

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.](#)



About CSIRO

Who we are Australia's national science agency



One of the world's largest multidisciplinary science and technology organisations



6,300+ dedicated people working across 51 sites in Australia and globally



State-of-the-art national research infrastructure



We delivered \$10.2 billion of benefit to the nation

CSIRO (Commonwealth Scientific and Industrial Research Organisation) is Australia's national science agency and innovation catalyst and one of the world's largest and most successful publicly funded research and development organisations.

CSIRO is one of the largest and most multidisciplinary mission-driven research agencies in the world. With 53 locations and over 6,300 people across Australia and internationally, CSIRO solves the greatest challenges through innovative science and technology to deliver world-class economic, environmental, and social benefits for Australia in a global context.

Many of CSIRO's innovations were once considered impossible. Fast WiFi, Aerogard insect repellent and the plastic Australian banknote, to name a few.

Until someone, just like you, joined us and took on the challenge.

We're recruiting the next generation of enterprise services professionals. See what is possible for your career.

We are committed to developing and supporting a diverse workforce in its broadest sense and know diverse teams are more effective and deliver more innovative outcomes for science.

National Collections and Marine Infrastructure

Through our National Collections and Marine Infrastructure (NCMI) research unit we manage collections of plants and animals of Australian and international significance, host and contribute to the Atlas of Living Australia and operate the Marine National Facility on behalf of Australia. Together, these programs provide vital resources for research that delivers evidence-based support for biosecurity, conservation and the development of sustainable land and marine management systems.

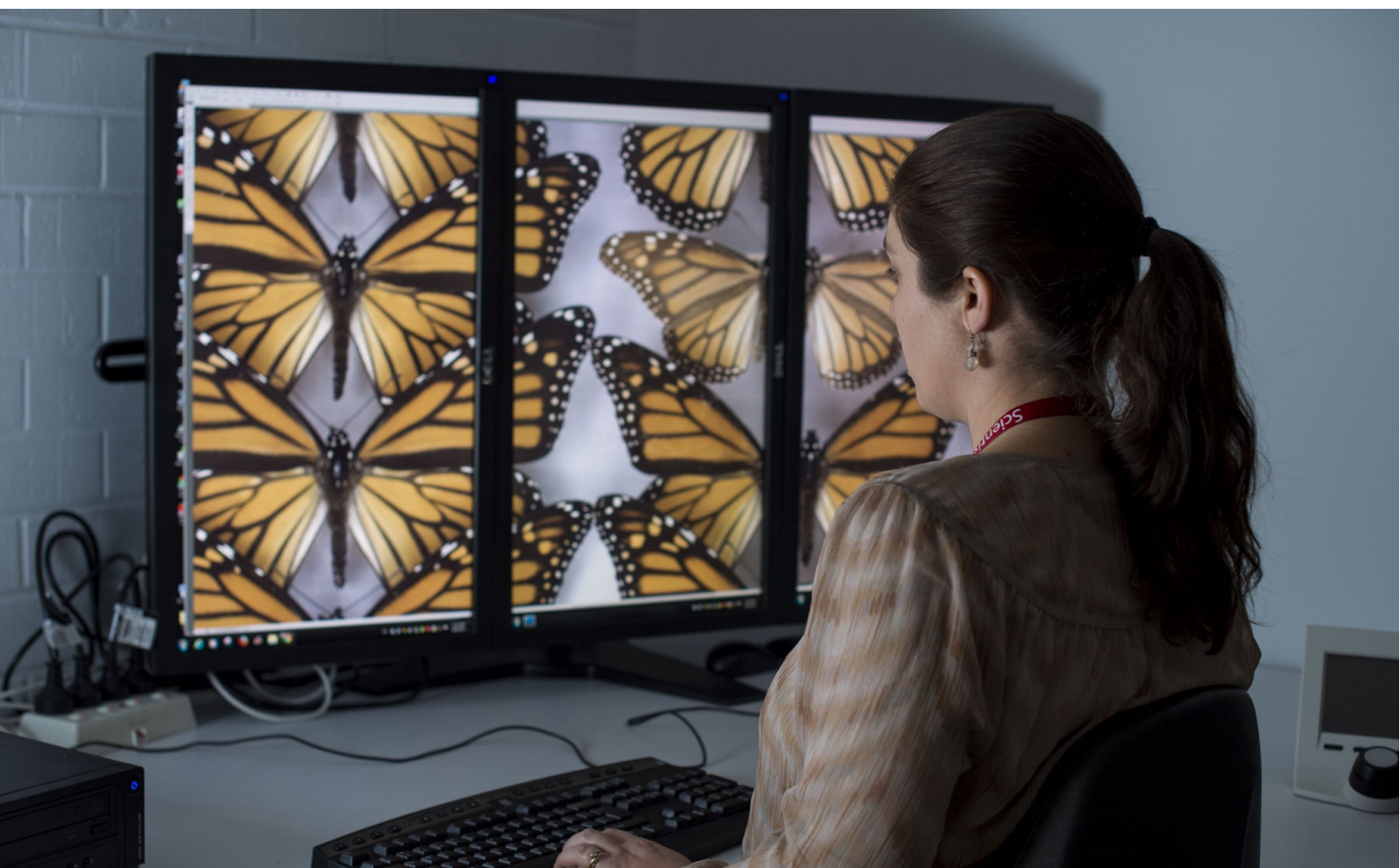
The National Research Collections Australia

The National Research Collections Australia (NRCA) is home to 15 million natural history specimens that are used by researchers, government and industry to describe, manage and benefit from Australia's rich biodiversity.

Atlas of Living Australia

The Atlas of Living Australia is Australia's national biodiversity database. It provides free, online access to information about Australia's amazing biodiversity. It supports research, environmental monitoring, conservation planning, education, and biosecurity activities, and is a great way to learn more about the biodiversity in your area.

Visit [CSIRO Online](#) and [National Collections and Marine Infrastructure - CSIRO](#) for more information.



Indigenous Science and Engagement

We know that to create a better future for Australia, we need Australia's first scientists, Aboriginal and Torres Strait Islander people, across every aspect of our organisation.

CSIRO invested in a new Indigenous Science program in 2021 to deliver a whole of organisation strategic approach to partnering with Aboriginal and Torres Strait Islander communities. The vision of the program is:

A science landscape in respectful partnership with Indigenous Australia delivering innovative, sustainable, holistic solutions to meet our greatest national challenges.

Aboriginal and Torres Strait Islander Employment

Aboriginal and Torres Strait Islander people are Australia's first scientists and we know that to create a better future for Australia, we need Aboriginal and Torres Strait Islander people across every aspect of our organisation.

Our Aboriginal and Torres Strait Islander Employment Strategy and Reconciliation Action Plan (RAP) uses a strength-based approach and models a self-determining framework which enables us to lead our Nation's science through an Indigenous knowledges and science lens.

We aim to increase Aboriginal and Torres Strait Islander employment representation to 5% across our workforce and throughout the scientific, research, technical, fieldwork and support services fields. However, we recognise that our commitment to Aboriginal and Torres Strait Islander employment needs to go beyond numbers. It involves nurturing lasting connections with Aboriginal and Torres Strait Islander peoples and communities at every level of our organisation and within our workforce.

Aboriginal and Torres Strait Islander staff have access to our Aboriginal and Torres Strait Islander staff network which meets once a month, flexible working arrangements to support continual Community and Country connections and obligations, personal leave entitlements that recognise traditional kinship relationships and NAIDOC and Ceremonial leave so that staff can thrive in the workplace while balancing their community, personal and work lives.

Aboriginal and Torres Strait Islander people represent 2.5% of our workforce as of June 2024.

For more information visit [Aboriginal and Torres Strait Islander careers at CSIRO and Indigenous science at CSIRO](#).

Position Details

Research Management – CSOF6

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Job Reference	100614
Tenure	Specified Term until 30 June 2027 Full-time (preferred), however part-time and flexible working arrangements may be considered
Salary Range	AU\$131,113 to AU\$153,639 per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s)	Canberra (Ngunnawal), ACT preferred; other locations may be considered with hybrid working options available.
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 filling this position to be intended to constitute a special/equal opportunity/affirmative measure under <i>section 8(1) of the Racial Discrimination Act 1975 (Cth)</i> . 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	2



Role Overview

The Indigenous Research Manager – Indigenous Knowledges and Collections will lead a strategic, impact-focused initiative to embed Aboriginal and Torres Strait Islander knowledges, governance, and data sovereignty principles across CSIRO's biodiversity research collections and digital infrastructure. The role sits within the National Collections and Marine Infrastructure (NCMI) research unit and supports collaboration between National Research Collections Australia (NRCA), the Atlas of Living Australia (ALA), and CSIRO's Indigenous Science and Engagement Program (ISEP).

This role will be responsible for delivering an internally funded project that supports co-designed and Indigenous-led approaches to managing biological collections and associated data. Working with an established Aboriginal and Torres Strait Islander Reference Group, and supported by a CSIRO project advisory group, the Indigenous Research Manager will ensure that Indigenous priorities, knowledge systems, and governance are respected and embedded throughout CSIRO's national collections and infrastructure.

The role will oversee project planning, coordination, reporting, and delivery. A key function of the role is to identify cultural capability needs across NRCA and ALA, and work with ISEP and other internal partners to ensure local team needs are addressed in alignment with CSIRO's broader cultural capability frameworks.

The position also plays a critical role in embedding Indigenous Data Sovereignty (IDSov) and Indigenous Cultural and Intellectual Property (ICIP) principles into collection practices, digital platforms, and data governance models. This includes working in partnership with CSIRO Legal and policy teams to identify and address any gaps between CSIRO's current practices and relevant national policies, institutional standards, and international agreements.

This is a key leadership role contributing to CSIRO's commitment to reconciliation and Indigenous-led science, helping to reshape how national biodiversity data is governed, shared, and embedded within Australia's future science and innovation system.

Duties and Key Result Areas

- Lead the delivery of an indigenous led and co-designed research project within CSIRO's National Research Collections and Digital Infrastructure project, including strategic planning, implementation, coordination, financial oversight, risk management, and delivery of outputs in line with reporting and governance requirements.
- Collaborate with the NCMI Science Director (as sponsor), Research Project Advisor – Indigenous Science, and the NRCA and ALA teams to co-design and implement project activities that centre Aboriginal and Torres Strait Islander knowledges, priorities, and governance.
- Support the effective operation of the established Aboriginal and Torres Strait Islander Reference Group, ensuring culturally respectful processes, timely provision of information, and integration of guidance into project decisions and deliverables.

- Coordinate and engage with the CSIRO project advisory group, ensuring strategic alignment across business units and facilitating input into key decisions regarding Indigenous governance, data, and collections.
- Build and maintain trusted, reciprocal relationships with Aboriginal and Torres Strait Islander communities, cultural knowledge holders, and organisations to ensure project direction reflects Indigenous-defined priorities and self-determined research opportunities.
- Identify cultural capability strengths and development needs across NRCA and ALA teams and work in partnership with the Indigenous Science and Engagement Program (ISEP) and People teams to align responses with CSIRO's cultural capability frameworks and localised needs.
- Embed Indigenous Data Sovereignty (IDSov) and Indigenous Cultural and Intellectual Property (ICIP) principles into CSIRO's biodiversity collections, data systems, digital infrastructure, and associated policy and practice.
- Work closely with CSIRO Legal and other enabling functions to identify and address gaps between current CSIRO practices and relevant national policies, institutional standards, and international agreements related to data governance, specimen use, and Indigenous rights.
- Establish and maintain collaborative relationships with relevant external initiatives (e.g. Australian Research Data Commons Indigenous Data Commons), institutions, and Indigenous-led programs to support knowledge-sharing and alignment with national best practice.
- Engage and coordinate subject matter experts, cultural advisors, and technical contributors as needed to support delivery of complex project elements and ensure outcomes are guided by Indigenous leadership and grounded in ethical research practice.
- Contribute to broader change initiatives that increase awareness, recognition, and respect for Indigenous knowledge systems and Indigenous science within CSIRO and across the national science system.
- Communicate openly, professionally, and with cultural responsiveness across internal teams, external collaborators, and Indigenous communities to support cultural safety and uphold CSIRO's reputation as a trusted partner.
- Work collaboratively within a multidisciplinary, cross-cultural, and geographically dispersed team to contribute to CSIRO's scientific and cultural transformation objectives.
- Adhere to CSIRO's Code of Conduct, Health, Safety and Environment policies, and values-based practice, including the promotion of diversity, inclusion, and cultural safety.
- Other duties as directed.

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.



Selection Criteria

Essential

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

1. Relevant qualifications and/or equivalent experience in research, science leadership, collections, environmental science, Indigenous engagement, or program delivery.
2. Demonstrated understanding of, and experience working with, Indigenous knowledge systems, Indigenous science, and cultural governance, including a track record of genuine engagement with Traditional Owners and Custodians.
3. Foundational understanding of Indigenous Data Sovereignty (IDSov) and Indigenous Cultural and Intellectual Property (ICIP), and the ability to apply these principles in practice or demonstrate a strong willingness and capability to learn.
4. Proven ability to build and maintain collaborative relationships with Aboriginal and/or Torres Strait Islander communities, organisations, and knowledge holders, grounded in trust, reciprocity, and respect.
5. Experience representing an organisation or research initiative in Aboriginal and/or Torres Strait Islander contexts, and delivering outcomes that reflect both community priorities and institutional objectives.
6. Understanding of biodiversity research collections, digital infrastructure, or environmental science, and the role of co-design and governance in shaping science systems.
7. Demonstrated experience in leading multidisciplinary or cross-functional teams, preferably in a scientific, policy, data, or engagement context.
8. Advanced communication skills, including reporting, strategic writing, presentation, and negotiation with diverse stakeholder groups.
9. Ability to foster strong cross-organisational collaboration, aligning priorities across internal research units and external partnerships.
10. Experience working with internal and external governance structures, such as reference groups, advisory groups, or cultural governance bodies, including secretariat or facilitation responsibilities.

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 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.

Flexible Working Arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. Work life balance.

Diversity and Inclusion

We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. We are committed to the safety and wellbeing of all children and young people.

How to apply

To apply for this role, please submit your application **on-line**. For internal candidates please apply via Jobs Central.

To appropriately assess your application, we ask that candidates provide the following:

- **Cover Letter** – outlining the motivation for applying and aligning capabilities and experience relevant to the selection criteria. This document should not be longer than two pages.
- **Curriculum Vitae or Resume** – outlining relevant experience, and education to the program.

If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220.

Reference Checks

Contact details for Referees will be requested following the interview process for candidates who progress to the next stage of the recruitment process.

Please note that any Referees will only be contacted after prior consultation with the candidate, and it is the candidate's responsibility to ensure that their referees are willing to provide reports when contacted by CSIRO.

Applications close

The closing date of this advertisement is ***Sunday 24th August 2025 11:00pm AEST***

Enquiries

If you would like to have a confidential discussion about this role, please contact Dr Ilona Stobutzki (she/her) via email at ilona.stobutzki@csiro.au or phone +61 (0) 499 975 381 or the Indigenous Talent team at IndigenousCareers@csiro.au.

**As Australia's national science
agency and innovation catalyst,
CSIRO is solving the greatest
challenges through innovative
science and technology.**

CSIRO. Unlocking a better future
for everyone.

Contact us

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csiro.au/contact

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