# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist in Coleoptera |
| Job Reference | 99906 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | AU$114k - AU$123k per annum  plus up to 15.4% superannuation |
| Location(s) | Black Mountain, Canberra, Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Research Scientist |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Adam Ślipiński via email at [adam.slipinski@csiro.au](mailto:adam.slipinski@csiro.au) |
| 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

The role of Research Scientist staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist will 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.

We are seeking a PhD qualified Entomologist to join the Australian National Insect Collection, ANIC (National Research Collections Australia, NRCA and National Collections and Marine Infrastructure, NCMI). Together we aim to deliver a research project on the Longhorn Beetles (Coleoptera: Cerambycidae) of quarantine concern for the Department of Agriculture, Fisheries and Forestry (DAFF). The Research Scientist will make a substantial, hands-on contribution to the systematics of Cerambycidae by preparing and executing a large, morphology-based monograph containing identification keys and a comprehensive review of close to 150 species of world Cerambycidae of biosecurity concern. The volume will be accompanied by diagnostic morphological files and DNA barcodes. The Research Scientist will be working with the supervising scientist, Dr. Adam Ślipiński, who will provide an introduction to the longhorn beetles and guidance through the project. The researcher will also contribute to the production of volume 4 of the “Australian Beetles” book series, edited by Adam Ślipiński and Hermes E. Escalona and published by CSIRO Publishing.

NCMI is a unique worldwide hub for Natural History Research that covers basic science through its application and includes large plant and animal research collections, significant marine infrastructure and the Atlas of Living Australia. ANIC is the largest collection of Australian insects, mites and nematodes. ANIC staff conducts world class research on invertebrate taxonomy, systematics, genomics, diagnostics, biology and ecology.

### Duties and Key Result Areas

Under the direction of supervising research scientist, this Research Scientist will:

* + Lead and execute a research project on Longhorn Beetles (Coleoptera: Cerambycidae) of quarantine concern that includes:
  + A taxonomic review of approximately 150 species of longhorn beetles of concern for global quarantine services.
  + The generation of genomic and associated DNA barcode data to identify adults and larvae of longhorn beetles.
  + Developing diagnoses and morphological keys to the adult species of Cerambycidae included in the monograph.
  + Creating specialised diagnostic resources for use in Australian border activities for distinguishing adult "longhorn beetles of biosecurity interest" from local genera and species.
  + Participating in the Longhorn Beetle Diagnostic Forum.
  + Presenting results in a meaningful format and preparing reports as required.
  + Contribute to Cerambycidae chapters for the “Australian Beetles” book series.
  + Produce high-quality scientific manuscripts suitable for publication.
  + Help build CSIRO’s research collections in insect diversity.
  + Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
  + Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
  + Proactively undertake development to grow effective researcher capabilities to support career goals.
  + Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
  + 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 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**

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

**Essential**

1. A PhD and at least one postdoctoral experience in systematic entomology
2. Demonstrated ability to design and implement systematic research projects on beetles (Coleoptera) at significant scale with appropriate methods, including morphological revisions, description of novel taxa, and creating identification keys.
3. Solid molecular genetics lab skills and experience with molecular methods.
4. **A solid record of publication in quality, peer reviewed journals.**
5. Strong written and oral communication skills, including the ability to publish research results, prepare reports and present the results of scientific investigations at national and international conferences and stakeholder meetings.

**Desirable**

1. Demonstrated ability to design and deliver large taxonomic monographs and/or books.
2. **Demonstrated ability to write grant proposals and evidence of money attracted from external funding bodies.**
3. Demonstrated ability to tackle complex and undefined problems through innovative investigation, creativity and a willingness to incorporate novel research approaches.

## **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 responses by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **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 change.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) for more information.

CSIRO is a values-based organisation. In your application and at the interview, you will need to demonstrate behaviours aligned to our values of:

* People First
* Further Together
* Making it Real
* Trusted