



Australia's National  
Science Agency

# Indigenous STEM Programs Lead (Identified Role – Indigenous)

Join CSIRO – Australia's leading scientific research  
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.

## CSIRO Education and Outreach

At CSIRO, we're passionate about the power of science, technology, engineering and mathematics (STEM) to unlock a better future for all Australians.

A trusted leader in STEM education, our programs aim to inspire the pursuit of further STEM education among students and the community, to equip the emerging workforce with tomorrow's skill sets, and to strengthen collaboration between industry and classrooms across Australia.

Our programs connect a network of more than 300 industry partners with Australia's education leaders, and together they bring STEM to life for more than 150,000 students each year. We offer a range of programs nationally, all designed to bring real science to life in our classrooms and communities. All our resources are curriculum aligned and use best practice STEM teaching methods, catering for primary to secondary schooling, and on to tertiary education and early career opportunities.

Our programs engage with over 200,000 young people and collaborate with over 30,000 educators, 1,500 schools and 200 industry organisations.

Our extensive reach means that effective impact monitoring and evaluation is vital to ensure our initiatives successfully achieve their goals, ignite a passion for science, and bolster the future STEM workforce.

Through our evaluations, we identify a program's strengths and areas for improvement, which in turn informs the development of new education programs.

Using a range of monitoring and evaluation methods, and working collaboratively with schools, communities, and industry, we have been able to contribute to the evidence base for designing and delivering effective STEM education in Australia.

Visit [CSIRO Online](#) and [Education & Outreach](#) - 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 December 2024.

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



# Position Details

## Communication & Information - CSOF5

| THE FOLLOWING INFORMATION IS FOR APPLICANTS |  |
|---|--|
| Advertised Job Title                        | Indigenous STEM Programs Lead (Identified Role – Indigenous)   |
| Job Reference                               | 100098   |
| Tenure                                      | Specified Term until 31 December 2027<br>Full-time (preferred)<br><i>We will explore options for part-time, job-share and flexible work arrangements based on needs of the role and individual circumstances.</i>  |
| Salary Range                                | AU\$114,219 – AU\$123,605 per annum (pro-rata for part-time)<br>plus 15.4% superannuation  |
| Location(s)                                 | Any NSW-based locations (or Work-from-Home/Remotely)<br>Other locations may be considered  |
| 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.<br><br>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                     | Program Manager, Generation STEM   |
| Client Focus – Internal                     | 50%  |
| Client Focus – External                     | 50%  |
| Number of Direct Reports                    | 4  |



## Role Overview

The CSIRO is a national leader in STEM education and outreach, delivering evidence-based learning experiences for young people, educators and communities across Australia. At CSIRO Education and Outreach (CEdO), our mission is to build Australia's STEM capability by providing transformative and empowering learning opportunities that inspire the next generation of innovators and support a strong pipeline of Indigenous and diverse STEM Talent.

In partnership with government, industry and community stakeholders, CEdO aims to deliver culturally safe and impactful programs that increase engagement, retention, and success of Aboriginal and Torres Strait Islander students in STEM study pathways and careers. These programs are co-designed and co-funded with our partners to reflect community priorities and maximise national impact.

Our current Indigenous STEM portfolio includes:

- Deadly in Generation STEM program (NSW)
- Living STEM (WA)
- Young Indigenous Women's STEM Academy (National)

The Indigenous STEM Programs Lead will provide operational and people leadership across the ***Deadly in Generation STEM and Living STEM programs***. Working closely with Program Managers, external partners, and Team Leaders, this role will oversee day-to-day program delivery, lead a geographically dispersed team of Education Project Officers, and ensure strategic goals, performance indicators, and contractual obligations are met.

Key responsibilities include coaching and mentoring staff, maintaining high-quality and culturally grounded program delivery, supporting partner relationships, leading reporting and continuous improvement, and contributing to the strategic development of these programs. The role requires a culturally grounded leadership approach that builds trust and respectful relationships with Aboriginal and Torres Strait Islander communities, participants, collaborators, and funding partners.

The role also engages with CSIRO's Indigenous leadership and staff networks to support alignment with national strategies, amplify Indigenous voices across the organisation, and ensure Indigenous-led programs contribute meaningfully to CSIRO's broader cultural capability and reconciliation objectives.

Operating within a dynamic and agile environment, the Indigenous STEM Programs Lead may be flexibly allocated to different teams or duties through CEdO's **Dynamic Resourcing** model to meet shifting priorities and maximise impact.

The successful applicant will be expected to uphold cultural integrity in all aspects of the role and must be willing and able to travel as required to support place-based delivery and relationships on Country.



## Duties and Key Result Areas

- Lead a geographically dispersed team of Education Project Officers delivering the Deadly in Generation STEM and Living STEM programs. Provide coaching, mentoring, onboarding, and professional development, while fostering a collaborative and accountable team culture.
- Oversee day-to-day program delivery to ensure quality, cultural integrity, and compliance with funding agreements and strategic objectives. Take ownership of work plans, timelines, and outcomes.
- Manage program operations including budgeting, resource planning, risk identification, and reporting. Promote continuous improvement by streamlining systems and embedding lessons learned.
- Support program growth and long-term sustainability, contributing to strategy development, partnership engagement, and future planning in collaboration with Program Managers and the Education and Outreach leadership team.
- Engage and build strong, respectful relationships with Aboriginal and Torres Strait Islander communities, Elders, families, and schools. Ensure all activities follow appropriate cultural protocols and are co-designed where possible.
- Actively contribute to CSIRO's broader Indigenous leadership and network initiatives, including participation in staff networks, strategic planning forums, and cross-organisational Indigenous engagement efforts.
- Represent CSIRO and its Indigenous STEM programs with integrity and professionalism at internal and external events, forums, and in partnership settings.
- Contribute to culturally relevant program design and delivery, including student camps, teacher professional learning, and classroom resources that embed Indigenous knowledges and perspectives.
- Manage internal reporting and data collection systems, ensuring accuracy, transparency, and alignment with evaluation frameworks and partner expectations.
- Act as a cultural leader within CSIRO Education and Outreach, guiding others on culturally respectful behaviour, building capability, and constructively addressing any behaviour that undermines safety or respect.
- Uphold CSIRO's values and policies, including a strong commitment to child safety, diversity, and inclusion in all areas of the role.
- Support other Education and Outreach programs as required, working flexibly under CSIRO's Dynamic Resourcing model where capability aligns to high-priority needs.
- 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 team to carry out tasks in support of CSIRO scientific objectives.

- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
- 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.

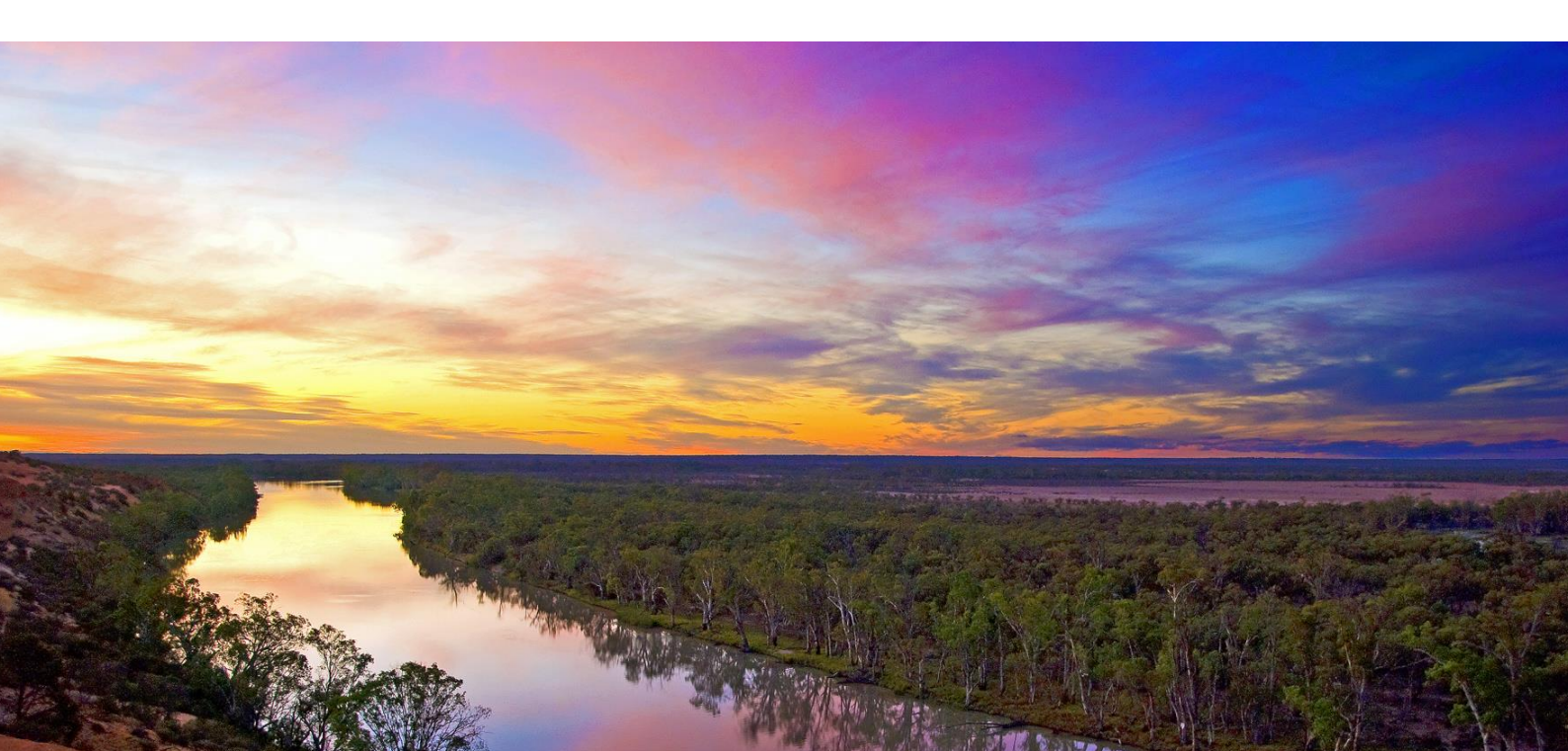
**Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others' reactions.

**Resource Management/Leadership:** 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:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response 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 changes.



## Selection Criteria

### Essential

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

1. Tertiary qualifications in a relevant field (e.g. STEM, Education, Community Engagement, Program or Project Management) and/or equivalent relevant experience working in Aboriginal and Torres Strait Islander education, engagement, or STEM pathways.
2. Demonstrated experience in project and program management, including the ability to lead complex multi-stakeholder initiatives, prioritise and manage competing demands, meet contractual deliverables, and drive continuous improvement across geographically dispersed teams.
3. A deep understanding of Aboriginal and Torres Strait Islander cultures, knowledge systems, and community protocols, and the ability to work with cultural integrity, build trust, and engage respectfully and effectively with First Nations peoples and communities.
4. Proven leadership capability, including experience supervising, coaching, and developing staff, managing team performance and wellbeing, and fostering a positive and accountable workplace culture.
5. Strong stakeholder engagement and partnership skills, with the ability to collaborate across sectors, influence decision-makers, and represent programs and organisations with professionalism and cultural awareness.
6. Excellent oral and written communication skills, including the ability to write clear and targeted reports, briefings, and program documentation for diverse audiences (e.g. funders, community partners, internal stakeholders).
7. Demonstrated understanding of child safety obligations and a strong personal commitment to maintaining a culturally safe environment for young people, including following child safety practices and procedures, including holding a valid Working with Children Check (or ability to obtain prior to commencement).
8. Willingness and ability to travel regularly to support program delivery, relationship building, and place-based engagement and hold a current Australian Class C driver's licence.

### Desirable

1. Demonstrated experience in developing and/or delivering STEM programs that support the engagement, learning, or retention of Aboriginal and Torres Strait Islander students.
2. A strong understanding of the diversity of science and research undertaken at CSIRO and its role within the broader National Innovation and Science Agenda.

### 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 candidate 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.
- This role has child safety obligations. Accordingly, the successful candidate will be required to obtain or provide evidence that they hold a working with children check prior to confirmation of appointment.
- The successful applicant must be willing and able to travel as required to fulfil the duties of the role.

## 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](mailto:careers.online@csiro.au)

## 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 ***Wednesday 25 June 2025, 11:00pm AEST***

## Enquiries

If you would like to have a confidential discussion about this role, please contact Kirsty O'Sullivan via email [kirsty.o'sullivan@csiro.au](mailto:kirsty.o'sullivan@csiro.au) or the Indigenous Employment team at [IndigenousCareers@csiro.au](mailto:IndigenousCareers@csiro.au).

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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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