



Australia's National
Science Agency

Indigenous STEM Education Specialist, Impact & Evaluation (Identified Role – Indigenous)

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organisation



Table of Contents

| | |
|--|----|
| Acknowledgments..... | 2 |
| Acknowledgement of Country..... | 2 |
| Acknowledgement of artist and artwork..... | 2 |
| Child Safety | 2 |
| About CSIRO | 3 |
| CSIRO Education and Outreach | 4 |
| Indigenous Science and Engagement | 5 |
| Aboriginal and Torres Strait Islander Employment | 5 |
| Position Details | 6 |
| Role Overview..... | 7 |
| Duties and Key Result Areas | 7 |
| Required Competencies..... | 9 |
| Selection Criteria..... | 10 |
| Flexible Working Arrangements | 11 |
| Diversity and Inclusion..... | 11 |
| How to apply | 11 |
| Reference Checks..... | 11 |
| Applications close | 11 |
| Enquiries | 11 |

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 Education Specialist, Impact & Evaluation (Identified Role –Indigenous) |
| Tenure | Specified Term (to 31 December 2027) Full-time 1.0 FTE (preferred), however part-time and flexible working arrangements may be considered |
| Salary Range | AU\$114k - AU\$123k per annum (pro-rata for part-time) plus 15.4% superannuation |
| Location(s) | Capital cities including sites where CSIRO has a significant presence such as; Newcastle, Townsville, and Cairns |
| 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 | Executive Manager, Impact & Evaluation |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |



Role Overview

The primary role of the Indigenous STEM Education Specialist, Impact and Evaluation will be to work with internal and external partners/stakeholders to amplify Aboriginal and Torres Strait Islander voices, perspectives, knowledges, and science to build a more evidence-driven STEM education ecosystem using an implementation science approach.

The position will work towards systemic change within the STEM education ecosystem by employing Aboriginal and Torres Strait Islander self-determination methods and strategies that facilitate the uptake of evidence-driven practice, programs, and policies, including embedding data and evaluation tools, processes, frameworks and technology to recognise, amplify and prioritise Indigenous perspectives through co-designing evaluation/data tools, processes and frameworks and ensure that evidence generation methods align with cultural protocols, respect for traditional knowledges, and consider the unique context of Indigenous communities across Australia.

The role is part of a national team and will work closely with the other team members across the CSIRO Education and Outreach unit and Indigenous Science and Engagement Unit.

Duties and Key Result Areas

- Work with internal and external stakeholders to amplify Aboriginal and Torres Strait Islander voices, perspectives, knowledges, and science to build a more evidence-driven STEM education ecosystem using an implementation science approach.
- Help identify and address barriers that hinder the adoption and scalability of evidence-based STEM education interventions and models and collaborate with stakeholders to develop and share practical guides, resources, and tools to assist in achieving a more evidence-driven STEM education ecosystem that includes Aboriginal and Torres Strait Islander Science, Knowledges and perspectives.
- Focus on bridging the gap between research and evaluation findings and practical application in a STEM education context.
- In the context of STEM education and learning, explore what evidence is most valued and recognised by Aboriginal and Torres Strait Islander people, organisations and programs and support a co-design and implement evidence/evaluation methods approach that align with cultural protocols, respect traditional knowledge, and consider the unique context of Indigenous communities.
- Work collaboratively with internal and external stakeholders to build capability around generating and using evidence that incorporates Indigenous Science, knowledges and perspectives and assist stakeholders embed and use evidence that reflects Indigenous self-determination and community-led solutions.
- Help Indigenous stakeholders translate research, evaluation evidence, and data into actionable change in STEM education and learning program, policy, and practice.

- Help build models of meaningful community participation throughout STEM education monitoring and evaluation processes. This includes building and maintaining respectful relationships and partnerships with Traditional Owners, Elders, community leaders, and local Knowledge Holders.
- Build upon existing relationships and create new partnerships with Indigenous communities.
- Work with the technical builder and stakeholders in the STEM education ecosystem to co-design, deliver, and utilise a longitudinal student data system, ensuring it engages and meets the needs of Aboriginal and/or Torres Strait Islander students.
- Contribute to the development and implementation of a longitudinal student data system, including applying implementation science lessons.
- Prepare reports and presentations to communicate findings and recommendations to stakeholders.
- Work independently within their own function and take responsibility for resolving complex problems, requiring a high degree of knowledge of specialist activities.
- Influence the decisions of Research and Enterprise Unit managers by recognising the need for change and initiating and implementing effective and sometimes innovative solutions where relevant.
- Develop and implement effective stakeholder engagement strategies and liaise with stakeholders to determine their needs and craft tailored solutions to meet client needs.
- Represent the Unit, Team and Organisation at external and internal forums as required.
- 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 objectives.
- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Zero Harm 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. Relevant diploma/bachelor's or advanced degree or equivalent relevant work experience in implementation science, education, program evaluation, Indigenous studies, data science, or a related field.
2. A demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander societies, culture and the issues affecting Aboriginal and/or Torres Strait Islander peoples with the ability to communicate complex issues, including systemic barriers and historical contexts, in an engaging and constructive manner.
3. Demonstrated ability to respectfully engage, collaborate and amplify Aboriginal and Torres Strait Islander peoples, voices, knowledges and perspectives, ensuring Indigenous self-determination is respected, recognised and upheld within the organisation.
4. Demonstrated ability to build and maintain culturally safe relationships and support team's and colleagues to embed Indigenous perspectives into their work, policies, and practices.
5. 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.

Desirable

1. Knowledge and experience in STEM education data or research or evaluation projects.

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.
- 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 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 2nd March 2025 11:00pm AEST**

Enquiries

If you would like to have a confidential discussion about this role, please contact Christopher Banks via email at christopher.banks@csiro.au or phone +61 07 3833 5999 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

csiro.au

