



Australia's National
Science Agency

Indigenous Research and Engagement Lead (Identified Role – Indigenous)

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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.

Indigenous Science and Engagement

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.

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

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 the CSIRO 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 Projects – CSOF5

THE FOLLOWING INFORMATION IS FOR APPLICANTS

Job Reference	99810
Tenure	Indefinite, Full-time <i>We will explore options for part-time 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) plus up to 15.4% superannuation
Location(s)	Any Australian CSIRO site may be considered
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	<p>The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship.</p> <p>CSIRO considers the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under section 8(1) of the Racial Discrimination Act 1975 (Cth).</p> <p>Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.</p>
Position reports to the	Business Development & Commercialisation Manager, Indigenous Science and Engagement Program
Client Focus - Internal	50%
Client Focus - External	50%



Role Overview

Reporting to the Business Development and Commercialisation Manager – Indigenous Science & Engagement Program (ISEP), the Indigenous Research and Engagement Lead is an Aboriginal and/or Torres Strait Islander identified role within CSIRO's Indigenous Science and Engagement Team. The position plays a central role in delivering culturally grounded research, embedding Indigenous knowledges and perspectives, and enhancing cultural capability across the organisation.

Working within a decentralised model, the Lead is formally part of the Indigenous Science and Engagement Team but is embedded into research teams across CSIRO that require Indigenous cultural knowledge, leadership, and guidance. The Lead actively identifies and seeks alignment with research projects across portfolios, negotiating their involvement and ensuring their time is fully allocated to funded projects.

The Indigenous Research and Engagement Lead will contribute to the development, implementation, and evaluation of CSIRO's Indigenous Science and Engagement Programs across the organisation. This includes strengthening engagement and collaboration with Indigenous communities, supporting respectful partnerships, and contributing to impactful scientific research and innovation. The role may involve co-leading projects, contributing research expertise, and guiding teams to embed Aboriginal and Torres Strait Islander knowledges, cultural protocols, and ethical frameworks throughout the research lifecycle.

The Lead will also broaden CSIRO's relationships with cultural knowledge holders and Indigenous enterprises, establishing and maintaining strategic partnerships that enable co-designed and co-delivered research activities. As part of a small and collaborative team, the role will contribute to internal planning, capability building, and the continuous improvement of Indigenous science and engagement activities, supporting CSIRO's vision of *"a science landscape in respectful partnership with Indigenous Australia, delivering innovative, sustainable, holistic solutions to our greatest national challenges."*

Duties and Key Result Areas

- Support and Contribute to the Indigenous Science and Engagement Program (IS&EP)
 - Contribute to the design, implementation, and evaluation of CSIRO's Indigenous Science and Engagement Programs across the organisation.
 - Operate with autonomy under the IS&EP framework, supporting strategic and operational goals.
- Deliver and Embed Indigenous Knowledges and Perspectives in Research
 - Actively support, and wherever possible co-lead, research projects by embedding Aboriginal and Torres Strait Islander knowledges, methodologies, and cultural protocols into scientific design and delivery.
 - Identify and pursue opportunities to collaborate on CSIRO research aligned with Indigenous community priorities and aspirations.

- Coach, guide, and build the cultural capability of non-Indigenous researchers and staff to work respectfully and ethically with Indigenous knowledges and communities.
- Model and uphold standards of cultural safety, and where necessary, respectfully challenge or call in behaviours or practices that do not align with CSIRO's values or commitments to Indigenous engagement.
- Establish and Maintain Strategic Relationships
 - Build trusted, long-term relationships with Aboriginal and Torres Strait Islander communities, cultural knowledge holders, and organisations.
 - Build and grow strategic partnerships with like-minded stakeholders, and increase access to co-investment collaborators.
 - Support co-design and co-delivery of research initiatives that are led by or in partnership with Indigenous peoples.
- Engage Across CSIRO Business Units in a Decentralised Model
 - Identify and align with research projects requiring Indigenous capability, negotiating full allocation of your time to funded activities (billed back to the IS&EP).
 - Provide temporary research and engagement support across diverse CSIRO research units as required.
- Communicate and Represent Indigenous Science at CSIRO
 - Raise the visibility of CSIRO's Indigenous research and science through internal and external communication.
 - Represent the IS&EP and Indigenous research interests at stakeholder forums, project meetings, and in public communications.
 - Communicate respectfully, openly and collaboratively with all CSIRO staff, partners, and communities.
- Support Cultural Governance, Evaluation, and Continuous Improvement
 - Design, implement, and evaluate feedback and engagement mechanisms with Indigenous stakeholders to inform program improvement.
 - Review policies and procedures to ensure respectful and appropriate inclusion of Aboriginal and Torres Strait Islander perspectives.
 - Produce gap analyses and insights for senior leadership regarding barriers, risks, and opportunities in Indigenous science delivery.
- Support Capability Building and Organisational Change
 - Contribute to internal planning, training, and mentoring activities that support the cultural capability of research teams and staff.
 - Support efforts to embed employment, training, and capability outcomes for Aboriginal and Torres Strait Islander peoples within IS&EP initiatives.
- Demonstrate Leadership, Integrity and Values Alignment
 - Operate with creativity, initiative and limited direction, while ensuring alignment with the goals of Indigenous peoples and CSIRO's IS&EP.

- Uphold CSIRO's values and contribute to a respectful, ethical and inclusive organisational culture.
- 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 project objectives.
- Adhere to the spirit and practice of CSIRO's Code of Conduct, Health, Safety and Environment plans and policies, 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 team 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 tertiary qualifications and/or significant demonstrated experience in Indigenous research, Indigenous engagement, Indigenous science, or a related field.
2. Proven ability to proactively identify, build and maintain strategic, trusted relationships with Aboriginal and/or Torres Strait Islander peoples, organisations, and cultural knowledge holders and an ability to navigate protocols with integrity, respect, and accountability.
3. Demonstrated ability to incorporate Aboriginal and Torres Strait Islander knowledges and perspectives into research processes and outcomes and a track record of supporting or co-leading Indigenous-led initiatives.
4. Experience representing an organisation and/or research team in Aboriginal and/or Torres Strait Islander communities and respectfully delivering against organisational objectives.
5. Demonstrated ability to work effectively in a complex and dynamic environment, adapt quickly and proactively to manage, re-prioritise multiple tasks, build relationships with internal and external stakeholders with an ability to influence and coach others to achieve organisational objectives.
6. High-level written and oral communication skills, and strong judgement and problem-solving skills and an ability to work autonomously at times.
7. Willingness and ability to travel to regional or remote or international regional areas across Australia and the Indo-Pacific region to meet with communities and support projects on Country.

Desirable

1. Previous experience working in or with a government agency or research institution.
2. Awareness of CSIRO's role in national research and innovation systems, and its strategic commitments to Indigenous science and engagement.
3. Demonstrated ability to lead or support participatory design, workshops, or collaborative engagement processes that centre Indigenous voices, knowledge systems, and priorities in research or program development.
4. Ability and willingness to proactively identify, build and maintain strategic, trusted relationships with other First Nations and indigenous peoples and communities in remote or and/or international regional areas, such as the Indo-Pacific region.

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.
- 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 13th July 2025 11:00pm AEST***

Enquiries

If you would like to have a confidential discussion about this role, please contact Terry Sparrow via email at Terry.Sparrow@csiro.au or the Indigenous Employment 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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