

OFFICIAL



Australia's National
Science Agency

Education & Engagement Facilitator (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 51 locations and over 5,500 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 110,000 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 – CSOF4

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	Education & Engagement Facilitator (Identified Role –Indigenous)
Tenure	Specified Term of 6 months Full-time (preferred) <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\$103,390 - AU\$113,251 per annum (pro-rata for part-time) plus 15.4% superannuation
Location(s)	WA preferred, however other CSIRO locations may be considered. Flexible work 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 section 8(1) of the <i>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	Team/Project Leader
Client Focus – Internal	20%
Client Focus – External	80%
Number of Direct Reports	0



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.

The Delivery team within CSIRO Education and Outreach (CEdO) is responsible for delivering a range of STEM Education initiatives aligned to CEdO's strategy for the purpose of:

- Enhancing STEM teaching and learning excellence
- Fostering inclusion and equity in STEM
- Strengthening STEM pathways and student aspirations
- Promoting partnerships and community engagement
- Raising national awareness and recognition of STEM
- Embedding Indigenous knowledges and engagement in STEM

CEdO applies a Dynamic Teaming and Dynamic Allocation way of working to enable responsiveness to changing circumstances, to prioritise high needs and address risks, and ultimately maximise impact.

The Education & Engagement Facilitator is responsible for delivering high-quality, in-person and virtual STEM education professional learning and engagement activities that support educators to embed Indigenous perspectives and inclusive practices within existing curriculum frameworks.

The role focuses on building educator capability, working primarily with teachers and education professionals rather than directly instructing students. Through facilitation, guidance, and relationship-building, the role supports educators to confidently apply community-endorsed resources, inquiry-based approaches, and inclusive pedagogies in their STEM teaching practice.

The role requires strong facilitation skills and a practical understanding of classroom environments, enabling the delivery of professional learning that is relevant, credible, and responsive to STEM educator needs. Activities may take place in school, community, or outreach settings and require regular in-person or virtual engagement.

The role supports respectful engagement with Indigenous perspectives through culturally appropriate facilitation and adherence to established protocols. While the role does not act as a cultural authority or design Indigenous content, it supports the appropriate use of materials developed with community input and works in partnership with relevant internal and external stakeholders where required.

The Education & Engagement Facilitator works flexibly across CSIRO Education & Outreach (CEdO) programs, contributing facilitation and professional learning expertise to support effective delivery, consistency across programs, and alignment with organisational priorities. The role is a hands-on delivery position supporting regional and remote areas and does not include people management or supervisory responsibilities.

As the role involves working in environments where young people are present, it is subject to CSIRO's child safety requirements, including holding and maintaining a valid Working with Children or Vulnerable People (WWC/VP) check.

Duties and Key Result Areas

Professional learning delivery and facilitation

- Coordinate and deliver professional learning and engagement activities for STEM educators, either in person or virtual, that support the embedding of Indigenous perspectives and inclusive practices using existing, community-endorsed resources and toolkits.
- Facilitate train-the-trainer learning experiences that support educators to translate approved resources, frameworks, and guidance into classroom and learning practice.
- Design, adapt, and refine facilitation approaches, session plans, and delivery methods to suit different educator contexts, while maintaining alignment with approved content, curriculum frameworks, and organisational guidance.
- Deliver workshops, webinars, and learning sessions that are accessible, engaging, and responsive to educator needs, supporting improved learning experiences and outcomes for young people.

Enquiry, methodology and learning support

- Support STEM educators to work through learning challenges using transferable enquiry, problem-solving, and reflective learning frameworks.
- Assist educators to frame questions, select appropriate approaches, and reflect on practice, recognising that enquiry-based methodologies are transferable and can be developed through professional learning.
- Apply enquiry-based and evidence-informed learning principles to facilitation and program delivery, supporting educator confidence without acting as a subject-matter authority for STEM disciplines.

Collaboration, contribution and program delivery

- Work collaboratively with internal teams, subject matter experts, and external partners to deliver professional learning and engagement activities aligned with program objectives and organisational priorities.
- Where relevant, support educators to connect learning experiences to real-world STEM applications and pathways using existing CSIRO and partner materials.
- Establish and maintain respectful working relationships with educators, schools, and community partners to support effective program delivery.
- Contribute ideas, feedback, and recommendations to support continuous improvement of education resources, toolkits, and learning experiences, identifying misalignment or opportunities for enhancement through appropriate channels.
- Support continuity of delivery by working flexibly across CEo projects and teams, including stepping into activities where facilitation and professional learning skills are transferable.

Cultural literacy and respectful practice

- Apply cultural literacy, humility, and cultural protocol awareness in facilitation and engagement activities.
- Support educators to understand respectful engagement principles and the appropriate use of Indigenous perspectives resources, without interpreting or representing Indigenous knowledges or acting as a cultural authority.
- Refer matters relating to cultural authority, cultural safety, or community engagement to appropriate internal functions in line with organisational arrangements.

Engagement, evaluation and continuous improvement

- Support program evaluation and impact activities by collecting participant feedback, data, and insights.
- Use evidence and feedback to inform continuous improvement of facilitation practices, learning experiences, and delivery processes.
- Contribute to the preparation of reports, updates, and materials for internal stakeholders and program partners as required.

Safety, compliance and professional conduct

- Comply with all child safety obligations, including maintaining a valid Working with Children or Vulnerable People (WWC/VP) check, due to work conducted in environments where young people may be present.
- Ensure activities align with CSIRO's Child Safe Policy and related procedures.
- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures and policies, and Indigenous, diversity and inclusion initiatives.
- Follow team processes for record keeping, file management, and information handling in accordance with organisational standards.
- Communicate openly, respectfully, and professionally with colleagues, partners, and stakeholders to support collaboration and uphold CSIRO's reputation.

Team contribution and workload management

- Work collaboratively as part of a multidisciplinary and geographically dispersed team.
- Under general direction, manage workload and competing priorities to ensure program outputs are delivered on time and within agreed parameters.
- Work flexibly across CEEdO teams and programs and, where required, contribute facilitation and engagement support aligned with skills and capability to meet changing delivery needs.
- Contribute to a positive, inclusive, and respectful team environment.
- Undertake 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: 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 response by adapting/creating and testing alternative solutions.

Independence: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction)

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 qualification in STEM, STEM Education or science communication or a relevant field, and/or equivalent experience.
2. Demonstrated experience facilitating engaging learning experiences, webinars, workshops and conferences, both in-person and virtually, in any of the following contexts:
 - a) Teacher professional development or adult learning
 - b) Youth engagement or mentoring programs
 - c) Community or industry training and capability-building
3. Highly developed stakeholder management and interpersonal skills, including the ability to establish and maintain strong, respectful, and productive relationships and networks with a diverse range of stakeholders, and to work collaboratively and professionally within multidisciplinary teams.
4. Demonstrated project coordination skills and experience in managing multiple priorities across multiple projects with competing deadlines, as well as the ability to demonstrate initiative, self-motivation, and flexibility.
5. High level problem solving and judgment skills, including the ability to anticipate, identify and manage risks and to develop evidenced-based appropriate solutions.
6. Ability to work independently and drive continuous improvement, proactively adjusting approaches to enhance performance, efficiency, or outcome.
7. Excellent written and oral communication skills in a variety of formats, and ability to adapt delivery for a range of stakeholders and audiences.
8. Demonstrated understanding of how to work safely with children.
9. Willingness and ability to travel interstate, including regional and remote areas, such as the Pilbara region, to support program delivery, relationship building, and place-based engagement and hold a current Australian Class C driver's licence.
10. 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. A demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander societies, cultures and the issues affecting these cultures in Australian society as well as a demonstrated ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander peoples.
2. Demonstrated flexibility in responding to changing priorities and willingness to take initiative in supporting new tasks or 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 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 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 interstate, including regional and remote areas, such as the Pilbara region, 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. We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, benefits and career development opportunities. 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

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 10 May 2026, 11:00pm AEST***

Enquiries

If you would like to have a confidential discussion about this role, please contact Elise Tonnet on 0415 805 215, via email at Elise.Tonnet@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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csiro.au/contact

csiro.au

