# Principal Research Scientist

Role summary for potential applicants

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| Advertised Job Title**:** | Principal Research Scientist |
| Reference Number**:** | 53285 |
| Classification**:** | CSOF7 or CSOF8 (relative to level of experience) |
| Salary Range: | AU $131K to AU $195K plus up to 15.4% superannuation |
| Location**:** | Indian Ocean Marine Research Centre (IOMRC), Perth, WA |
| Tenure: | Specified Term of 5 years  |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | * All Candidates
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| Functional Area**:** | Research Management |
| % Client Focus - Internal: | 40% |
| % Client Focus - External: | 60% |
| Reports to the: | Research Director -Coasts |
| Number of Direct Reports: | 5 |

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| **Role Overview:** |
| We are seeking a qualified and experienced Principal Research Scientist to lead and conduct solutions-oriented coastal research. The successful candidate will be expected to combine fundamental with applied research to help solve problems for government, industry or broader community. They will be expected 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. The successful applicant will also act as Research Group Leader for Perth-based staff within the Coasts research program.We are looking for a respected leader with ability to integrate science across a range of disciplines including ecology, oceanography, biogeochemistry, economics and earth observations. They will have an established track record in coastal and marine research in one or more of these disciplines. The successful candidate will play a key role in developing projects, and experience working with end-users of research in government and/or industry is essential. They will possess excellent communication skills and an ability to manage a team of 20+ staff.The position will be based at the Indian Ocean Marine Research Centre in Perth, Western Australia. The centre has outstanding facilities and is co-located with the University of Western Australia and AIMS. The position will require travel within Australia and overseas. |

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| **Duties and Key Result Areas:** |
| * Engage with policymakers and regulators in Australian government agencies and decision-makers in businesses relevant to the core business of the Coasts research program to understand their science needs and develop programs of research that will help them make evidence based decisions.
* Work with the Coasts Research Director and other senior staff to develop a staff and equipment profile that will enhance our capacity to address the critical coastal science needs of policymakers and the business community.
* Be a senior thought leader that interacts across a number of science domains, ensuring that our coastal research portfolio is well-connected to endeavours elsewhere in Oceans & Atmosphere, and CSIRO.
* Lead innovative research projects focussing on solving issues deriving from the use of coastal marine resources.
* Build and maintain professional networks with government agencies, the business community, and research collaborators.
* Lead efforts to attract funding that will support research endeavours.
* Focus on the needs of Australian governments and business community, but also incorporate engagement with users and funders of our coastal research internationally.
* Provide critical support to the Research Director in business development, client engagement and the management of staff, projects and resources.
* Lead the development of significant research projects focused on delivering the core capabilities and growth areas in coastal research.
* Engage with Australian policymakers, regulators and industries to identify applications of coastal research that improve evidence-based policy making and economic growth.
* Guide future development of the IOMRC-based cross-agency collaboration in coastal research capability to meet economic, social and environmental objectives.
* Lead and collaborate in publication of high-quality scientific papers and reports and presentations at national and international conferences.
* Provide effective team leadership which fosters an environment that encourages new ideas and supports the development of emerging skills, whilst working effectively as a team member undertaking independent scientific investigations.
* Work collaboratively and honestly with other teams as well as with commercial, government and/or industry bodies, actively sourcing and maintaining national/ international research collaborations to ensure recognition and funding of research priorities, and identify upcoming trends for future research.
* Lead the strategic research component of large and significant projects, contribute original ideas and concepts and determine the most appropriate strategies.
* Provide project and scientific leadership to staff to ensure experiments are established in accordance with research design, within agreed timelines and budget.
* Adhere to the spirit and practice of CSIRO's Values, Health, Safety and Environment plans and policies, including Zero Harm goals and Diversity initiatives
* Other duties as directed.
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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed.****Pre-Requisites:**** **Education/Qualifications:** A doctorate or equivalent research experience in a relevant discipline area, including ecology, oceanography, biogeochemistry, economics and earth observation.
* **Communication: Excellent written and oral communication skills, evidenced by superior reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for contentious proposals/ideas.**
* **Publications: An extensive record of quality publications as primary author in high impact, peer reviewed journals.**
* **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.

***Essential Criteria:***1. Established reputation and credibility in a relevant marine science disciplinewith evidence of effective science leadership or equivalent sector industry experience.
2. Evidence of research leadership and delivery at the scale of a research group of up to 50 staff.
3. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing, safety and foster creativity in multidisciplinary teams.
4. Evidence of strong engagement skills and relationship management that grows new science opportunities and supports commercial outcomes.
5. Demonstrated ability to lead individual and groups of projects of scale and/or complexity and manage financial and project performance.
6. **The ability to work effectively as an integral member and leader of a multi-disciplinary, regionally dispersed research team, and foster an environment in which there is a high level of co-operation within and between teams.**
7. An outstanding record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations of significant consequence.

**Desirable Criteria:**1. Experience with small boats, diving, and field work.

**As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:* Excellent science
* Inclusion, trust & respect
* Health, safety & environment
* Delivery on commitments.

**In your application and at interview you will need to demonstrate alignment with these behaviours.*****Special requirements:***Appointment to this role may be subject to conditions including security/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents may be required to undergo additional security clearance processes; which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- <http://www.ielts.org/default.aspx> |

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| **Other Information:** |
| **How to Apply**Please apply for this position online at [www.csiro.au/careers](http://www.csiro.au/careers). Please load one document that best demonstrates your ability to meet the requirements of this role. The document should include both your **CV** and **cover letter addressing the selection criteria** for this role as defined in this document. (Maximum 2MB). You may also be required to respond to some screening questions on-line.  If you experience difficulties applying online call 1300 984 220 for assistance or email:  csiro-careers@csiro.au. **Referees**: Please provide contact details of two previous supervisor or academic/professional referees in your resume/CV. We will ask your permission before making contact.**Contact:** If after reading the position details above you require more information please contact:Dr Andy Stevenvia email: Andy.Steven@csiro.au or phone: +61 422 002 116Please do not email your application directly to Dr Steven. Applications received via this method may not be considered by the selection panel.**About CSIRO**Australia is founding its future on science and innovation. Its national science agency, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) is a powerhouse of ideas, technologies and skills for building prosperity, growth, health and sustainability. It serves governments, industries, business and communities across the nation. Find out more! [www.csiro.au](http://www.csiro.au). 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. Find out more! [CSIRO Balance](https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance) **CSIRO’s Ocean and Atmosphere** research is uniquely placed to deliver significant economic, social and environmental benefits for Australia and the region. We seek to secure Australia’s future through our seas and skies. Find out more at: <http://www.csiro.au/en/Research/OandA/About> |