# Position Description

## Research Scientist/Engineer – CSOF 5/6

The following information is for applicants

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| Advertised Job Title**:** | Research Scientist/Engineer – Hydrogen Processing |
| Job Reference: | 60308 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | All Candidates |
| Percentage of Client Focus - Internal: | 40% |
| Percentage of Client Focus - External: | 60% |
| Reports to the: | Team Leader – Gasification Processes, Thermal and Electrochemical Technologies Group |
| Number of Direct Reports: | 1-3 |
| Contact Details For Applicant Enquiries: | David Viano 07 3327 4173 or email David.Viano@csiro.au  |
| Difficulties applying: | Call 1300 984 220 or email careers.online@csiro.au.  |
| How to Apply: | Please apply online at [jobs.csiro.au](https://jobs.csiro.au/) and enter the requisition number**.** Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon  |

## Role Overview:

The role of Research Scientist Staff in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. You will have the opportunity 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.

In this role you will undertake research associated with development and demonstration of hydrogen energy technologies across the energy value chain from hydrogen production, from renewable and hydrocarbon resources, storage, transport and utilisation.

## Duties and Key Result Areas:

* Research and technical leadership of key projects or components of larger projects with strong emphasis on chemical processes, materials science and energy systems engineering.
* Act as a trusted advisor, utilising knowledge of client’s business and understanding of their underlying needs.
* Anticipate industry and/or community needs and market direction through client liaison/networking, and identify and adapt quickly to changes.
* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved research program with general direction as to the aims of their activities.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agree timeframes and budget.
* Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
* 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, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific 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.

**For appointment at the higher salary level (CSOF6), duties will also include:**

* Development and management of large, externally-focussed projects
* Work with Group and Program leadership to ensure that our research priorities and strategic goals are aligned with industrial needs
* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete research activities.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agree timeframes and budget.

## 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: Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious proposals/ideas.**
* **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:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence: Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.**
* **Adaptability:** Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

## Selection Criteria:

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

1. A relevant PhD degree, or other qualification together with relevant work experience in Chemical Engineering, Industrial Chemistry, Materials Science or similar areas.
2. Expertise and practical experience in high temperature and/or pressure experimental systems and industrial processes with particular emphasis on complex gas handling and safety requirements.
3. A track record of developing and delivering client-focussed research projects.
4. A recognised national, and emerging international, profile in relevant technical area of expertise.
5. Evidence of ability to collaborate effectively across disciplines, institutions and industry groups at national and international scale.
6. Demonstrated Project management skills
7. Demonstrated experience of working in multi-disciplinary teams with shared goals and outcomes.

**Additional Essential Criteria for appointment at CSOF6 classification.**

1. A track record of developing and delivering large client-focussed research projects
2. Well-developed project leadership and management skills
3. Evidence of the development of an external industry or collaborative professional network (e.g. participation on advisory groups, technical committees, etc)

## Desirable Criteria:

1. Demonstrated experience in experimental equipment specification, design and operation for unique research applications requiring deep understanding of fundamental chemical and physical processes and development of innovative experimental design platforms for technology development and demonstration projects.

Salary and classification will be commensurate with level of expertise

## Special Requirements:

Appointment to this role may be subject to conditions including security/national police/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- <https://ielts.com.au/>

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Find out more about CSIRO [Energy](https://www.csiro.au/en/Research/EF)