# Research Scientist/Engineer – CSOF6

Role summary for potential applicants

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| Advertised Job Title**:** | Quantitative River Systems Ecologist |
| Reference Number**:** | 29741 |
| Classification**:** | CSOF6 |
| Salary Range: | AU $106,285 to AU $124,546 plus up to 15.4% superannuation |
| Location**:** | Black Mountain, ACT |
| Tenure: | Indefinite |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian Citizens Only  Australian Citizens and Permanent Residents Only   * All Candidates |
| Functional Area**:** | Research Scientist / Engineer |
| % Client Focus - Internal: | 40% |
| % Client Focus - External: | 60% |
| Reports to the: | Team Leader, Environmental Water Resources |
| Number of Direct Reports: | 0 |

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| **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. You may be involved in leading research projects or undertaking work that has impact on the development of scientific or technical knowledge.  The role will utilise skills in integrating ecohydrology and/or ecological modelling within a broader interdisciplinary understanding of aquatic systems, in order to inform environmental water management and policy. The scientist will play a key role in leading basin-scale integrative environmental research and building relationships with government and non-government customers. |

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| **Duties and Key Result Areas:** |
| * Incorporate novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for new, existing and further research. * Develop quantitative and qualitative models and model frameworks to predict the impacts of changes in hydrological regimes from landscape and water management in order to achieve a range of outcomes, based on social, economic and environmental needs, often at multiple scales. * Work closely with customers, including government departments and agencies at state and federal levels nationally, and potentially also international government and NGO customers to maintain relationships and develop new opportunities. * Lead interdisciplinary research projects to integrate the work of ecologists, hydrologists and other scientists. * Lead projects in the Murray Darling Basin to achieve triple bottom line benefits. * Demonstrate scientific excellence through real world impact as well as through scientific publications. * Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation. * Produce high quality scientific and/or engineering papers suitable for publication in quality journals and for presentation at national and international conferences. * Work effectively as an integral member or leader of a multi-disciplinary, often regionally dispersed research team, to undertake independent scientific investigations and carry out/delegate associated tasks under broad guidance from more senior Research Scientists/Engineers. * Work collaboratively and honestly with internal and external colleagues, clients and partners to develop and progress challenging but realistic research plans for a range of research projects. * Lead small research projects and assist with elements of larger projects including the negotiation of resource requirements. * Lead, coach and supervise 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, Diversity initiatives and Zero Harm goals. * 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:***   1. **Education/Qualifications:** A doctorate and or equivalent research experience in a relevant discipline area, such as quantitative ecology, ecological modelling or ecohydrology. 2. **Communication: Excellent written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for contentious proposals/ideas.** 3. **Publications: A significant record of quality publications as primary author in high impact, peer reviewed journals.** 4. **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.   ***Essential Criteria:***   1. A demonstrated understanding of ecological principals. 2. Demonstrated ability to develop models within an interdisciplinary framework to inform management of water to achieve ecological outcomes. 3. A strong record working with stakeholders. 4. Evidence of ability to win external research funding. 5. Experience working with government policy-makers and environmental managers. 6. **The ability to work effectively as a member or leader of a multi-disciplinary, regionally dispersed research team, and carry out independent individual research, to achieve organisational goals.** 7. A significant record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations.   **Desirable Criteria:**   1. Experience in leading interdisciplinary research projects.   **CSIRO is a values based organisation. You will need to demonstrate behaviours aligned to our values of:**   * Integrity of Excellent Science * Trust & Respect * Creative Spirit * Delivering on Commitments * Health, Safety & Sustainability   ***Other 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*](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). You may be asked to provide additional information (online) relevant to the selection criteria. If so, then responding will enhance your application so please take the time to provide relevant succinct answers. Applicants who do not provide the information when requested may not be considered.  If you experience difficulties applying online call 1300 984 220 and someone will be able to assist you. Outside business hours please email: [careers.online@csiro.au](mailto:careers.online@csiro.au).  **Referees**: If you do not already have the names and contact details of two previous supervisors or academic/ professional referees included in your resume/CV please add these before uploading your CV.  **Contact:** If after reading the selection documentation you require further information please contact:  Dr Barbara Robsonvia email: Barbara.Robson@csiro.au or phone: +61 2 6246 5614  Please do not email your application directly to Dr Robson. Applications received via this method will not be considered.  **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).  **CSIRO Land and Water** With our partners we aim to deliver innovative solutions to the complex challenges that arise from the demands and impacts of human activities on the environment.  Find out more! <http://www.csiro.au/en/Research/LWF/About> |