# Position Description

## Research Scientist/Engineer – CSOF6

The following information is for applicants

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| Advertised Job Title**:** | Senior Research Scientist – Finfish Biologist |
| Job Reference: | 59561 |
| Location | Hobart, TAS |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Classification**:** | CSOF6 |
| Salary Range: | AU $111,663 to AU $130,848 plus up to 15.4% superannuation |
| Applications Are Open To: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Percentage of Client Focus - Internal: | 30% |
| Percentage of Client Focus - External: | 70% |
| Reports to the: | Team Leader – Applied Breeding Team |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Informal enquiries regarding the role to be directed to Dr Curtis Lind, [curtis.lind@csiro.au](mailto:curtis.lind@csiro.au), or Dr James Kijas, james.kijas@csiro.au. Please do not email your application directly. Applications received via this method will not be considered |
| Contact Details For Applying | Call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.online@csiro.au). |
| How to Apply: | Please apply online with both your CV and cover letter 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. You may be involved in leading research projects or undertaking work that has impact on the development of scientific or technical knowledge.

CSIRO’s applied aquaculture breeding research portfolio is a key component of the Aquaculture Program of the Agriculture and Food Business Unit. In order to evaluate the contribution of genetics to the observed performance of animals in culture, it is important to eliminate, control or understand as many other sources of performance variation as possible. In aquaculture, critical sources of such variation can include inconsistent reproduction and unreliable operation of hatchery, nursery and grow-out systems. Successful applied aquaculture breeding therefore requires effective reproductive management and consistent production of juvenile and adult animals.

This role will apply specialist knowledge in finfish propagation to contribute to and, in time, initiate and lead client focussed research projects which aim to improve aquatic animal production systems and their sustainability. This will be done within national and international settings and will integrate with complimentary work in genetics, aquatic animal health, aquaculture nutrition, environmental management and socio-economics.

## Duties and Key Result Areas:

* Contribute to complex projects, providing scientific input to multidisciplinary teams across multiple sites, ensuring project delivery on time and to budget.
* Develop and lead a pipeline of new research projects aligned to the Research Program’s objectives, attract and secure external funding (Industry or Government).
* Establish and maintain effective relationships with key stakeholders to build an effective network for collaboration, develop and progress challenging but realistic research plans, and identify pathways to help deliver science impact.
* Negotiate, plan and develop the resources, infrastructure and capability required to undertake research experiments.
* Maintain a reputation for excellent research contribution across the science community via the production of various media, including high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* Contribute to the effective functioning of the wider research program to facilitate the delivery of CSIRO’s organisational objectives.
* 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.

## Competencies:

1. **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.**
2. **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.**
3. **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.**
4. **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.
5. **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.**
6. **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 PhD in finfish reproduction and/or larval/juvenile biology and demonstrated record of innovative and impactful scientific outcomes in the field.
2. Demonstrated experience in commercial finfish aquaculture: for example hatchery design/management/operation, spawning, egg incubation, larval development and feeding, live feed production, weaning and management of nursery fish.
3. **Proven ability to establish and maintain effective networks with government, industry and research institutions, particularly within the aquaculture sector.**
4. **Demonstrated record of scientific creativity and innovation with an ability to articulate clear goals and inspire others to achieve those goals (create the science vision).**
5. **Demonstrated ability to lead, and/or contribute to, large complex projects and provide scientific direction and leadership to multidisciplinary teams across multiple sites and agencies.**
6. **Proven ability to develop research plans and projects with demonstrated ability to attract and secure external funding from Industry or Government clients to support research plans.**

## 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/>

## About CSIRO:

We imagine. We collaborate. We innovate. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)