# Research Scientist/Engineer – CSOF5

Role summary for potential applicants

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| Advertised Job Title**:** | Research Scientist – Fish Nutrition |
| Reference Number**:** | 56013 |
| Classification**:** | CSOF5 |
| Salary Range: | AU $95k to AU $103k plus up to 15.4% superannuation |
| Location**:** | Queensland Bioscience Precinct (QBP), St Lucia (Brisbane) or Bribie Island Research Centre, Queensland, Australia |
| Tenure: | Specified Term of 3 years |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Functional Area**:** | Research Scientist / Engineer |
| % Client Focus - Internal: | 20% |
| % Client Focus - External: | 80% |
| Reports to the: | Team Leader - Aquaculture Nutrition |
| 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. The position provides an 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. Responsibilities include management of complex research projects and undertaking work that has impact on the development of scientific or technical knowledge.  The Research Scientist – Fish Nutrition will apply specialist knowledge in aquaculture nutrition, principally in finfish, under the general guidance of more senior researchers, to initiate, manage and contribute to the development of novel feed products, and a wide range of research projects which assess, review and analyse impacts of dietary changes on aquatic animal production. This is done within national and international settings and integrates with complimentary work in genetics, reproduction biology, molecular biology, aquatic animal health, environmental management and socio-economics.  The Aquaculture Nutrition research portfolio includes the study of dietary impacts on aquatic animals (principally fish, prawns and molluscs), and the development of novel and sustainable aquafeeds and products. It also encompasses integrated approaches to improving production systems and sustainability. The research portfolio is a key component of the Integrated Sustainable Aquaculture Production Program of the Agriculture and Food Business Unit. |

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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. * Initiate and assist in the planning, management, and delivery of research investigations in aquaculture nutrition including the formulation of aquafeed diets, novel feed product development, and the assessment of the impact of ingredients, nutrients and food supplements on aquatic species’ nutrition, metabolism, digestion, gut microbiota and/or health. * Draw on professional expertise, knowledge, research and laboratory experience to carry out original and complex multidisciplinary experiments. * Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation. * Produce high quality experimental reports and scientific papers suitable for publication in quality journals and for presentation at national and international conferences. * Work effectively as part of a multi-disciplinary, regionally dispersed research team, to undertake independent scientific investigations and carry out associated tasks under the guidance of more senior Research Scientists. * Under the guidance of Senior Research Scientists, work collaboratively and honestly with internal and external colleagues, clients and partners to help define and satisfy objectives for research projects. * Assist in leading research projects, including the negotiation of resource requirements. * Provide coaching and on-the-job training to technical staff and students to ensure experiments are established in accordance with research design. * 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:***   * **Education/Qualifications:** A PhD and a minimum of three years of relevant research experience in aquatic animal nutrition. * **Communication:** Strong written and oral communication skills including the ability to publish research results, prepare reports and present the results of scientific investigations at national and international conferences and stakeholder meetings. * **Publications: A solid record of publication in quality, peer reviewed journals relevant to aquatic animal nutrition.** * **Behaviours: A history of professional and respectful behaviours and attitudes in a collaborative environment.**   ***Essential Criteria:***   1. Sound experience in conducting fish and other aquatic species nutrition trials and laboratory biochemical analyses of feed, faeces and animal tissue. 2. Demonstrable knowledge and expertise in feed formulation, fish feed extrusion technology and applied nutrition research nationally and internationally. 3. Demonstrable knowledge and expertise in the development and testing of commercial and novel ingredients, for palatability, digestibility and utilisation of protein, lipid, carbohydrate sources, micronutrients, anti-nutritionals, functional foods. 4. Demonstrated ability to manage and/or contribute to large complex projects, including attracting and securing external funding (Industry or Government). 5. **The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out independent individual research, to achieve organisational goals.** 6. Demonstrated interpersonal and leadership skills with success in negotiating capability and resource requirements to support the delivery of projects on time and within budget.   **Desirable Criteria:**   1. Demonstrable interest, knowledge and expertise in advanced nutrient analysis using for example HPLC, LC-MS, ICP-MS/OES, NMR, and the measurement of physical and chemical feed pellet characteristics. 2. Demonstrable knowledge and expertise in characterising both the nutritional and health responses to specific ingredients and functional foods and its impact on host, using an array of multidisciplinary approaches   **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.  ***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 <https://jobs.csiro.au/> and enter requisition number **56013**. Internal applicants please apply via ‘Jobs Central’ in SAP (click ‘Recruitment’)  Please load your CV and a brief cover letter outlining your interest in the role and your motivations for applying (Maximum 2MB). At the end of the online application process, you will also be required to respond to some screening questions. Where text responses are required, to avoid being timed out of the system we recommend that you prepare your responses offline and paste them into the appropriate spot prior to submitting your application.  If you experience difficulties applying online call 1300 984 220 for assistance. Outside Australian business hours please email: [csiro-careers@csiro.au](mailto:csiro-careers@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 Cedric Simon**via email: [Cedric.Simon@csiro.au](mailto:Cedric.Simon@csiro.au) or telephone: **+61 7 3214 2330**  Please do not email your application directly to Dr Simon. 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 Agriculture and Food** is helping Australian farmers and industry improve productivity and sustainability across the agriculture sector. CSIRO Agriculture and Food will focus on the following challenges:   * Crop improvement; * Livestock and aquaculture genetic improvement; * Farming systems for productivity and sustainability; * Interactions between agriculture and the environment; climate change, adaptation and mitigation; science for healthy soils; * Global food security and development.   <http://www.csiro.au/en/Research/AF> |