# Position Details – Experimental Scientist – CSOF3

Role summary for potential applicants

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| **Advertised Job Title:** | Experimental Scientist |
| **Reference Number:** | 54983 |
| **Classification:** | CSOF3 |
| **Salary Range:** | $61K to $78k plus up to 15.4% superannuation |
| **Location:** | Floreat, Western Australia |
| **Tenure:** | Specified Term of 3 years with the possibility of extension |
| **Relocation assistance:** | Will be provided to the successful candidate if required |
| **Applications are open to:** | Australian Citizens and Permanent Residents Only |
| **Functional Area:** | Research Projects |
| **% Client Focus - Internal:** | 10% |
| **% Client Focus - External:** | 90% |
| **Reports to the:** | Team Leader |
| **Number of direct Reports:** | 0 |

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| **Role Overview:** |
| This position represents an exciting opportunity for a highly motivated scientist to join the **Ecosystem Change Ecology team** based in Perth, Western Australia. This multidisciplinary team generates knowledge on the mechanistic links and synergistic interactions between landscape change, species invasions and native species resilience in terrestrial ecosystems. Working in both natural and agricultural systems, we undertake research and develop theory to underpin more effective policy and management actions for conservation, invasion and production challenges in the face of rapid global change.  Our location provides an exceptional opportunity to work on highly endemic and unique ecosystems across temperate and tropical climates, including the rugged and remote Kimberley and Pilbara regions, and the Southwest Australian Ecoregion, one of the world’s biodiversity hotspots. The team delivers to both the **Land & Water** and the **Health & Biosecurity** Business Units in CSIRO, has strong links with the University of Western Australia, and undertakes research with a network of collaborators both in Australia and overseas.  The role of **Experimental Scientists** in CSIRO is to collaborate in scientific activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental and observational work, and in carrying out the more practical aspects of the work. The appointee will contribute to delivering the portfolio of projects managed by the team, involving quantitative ecology and ecophysiology with a focus on plants and invertebrates. The role will involve experimental design and execution, including the provision and analysis of reliable and accurate data from across field, glasshouse and laboratory situations. |

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| **Duties and Key Result Areas:** |
| * Under the direction of research scientists, undertake field-based, controlled condition and laboratory research to address challenges in both conservation and invasion biology in terrestrial systems. * Collect and manage ecological data, including the synthesis and analysis of data to generate preliminary insights. * Work collaboratively as part of a multi-disciplinary research team, to carry out tasks under limited direction in support of scientific research and client-focussed projects. * Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation. * Provide instruction and assist other staff to complete allocated tasks and activities, as required. * Provide instruction on activities pertaining to the immediate work area and responsibilities, as required. * Adapt and/or develop original experimental methods, equipment, software, concepts and ideas in support of existing and further research. * 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:** Minimum qualification of BSc(Hons) and/or MSc Degree majoring in Ecology or a related field (e.g. Botany, Zoology, Environmental Science) and/or equivalent experience. 2. **Driver’s Licence:** Current Australian driver’s licence (C class) or equivalent. 3. **Communication:** Ability to communicate in a fluent and courteous manner, both orally and in writing, offering factual information supported by proven data, and providing appropriate feedback when required.   ***Essential Criteria:***   1. Demonstrated field-based research experience in quantitative ecology, preferably with a focus on plant ecology, plant ecophysiology, population ecology or plant-animal interactions. 2. Demonstrated experience in the collection and management of ecological data, including experimental design, execution and basic quantitative analyses. 3. Demonstrated ability and willingness to conduct fieldwork across a range of terrestrial ecosystems, including in remote locations. 4. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under general direction from Scientific Researchers. 5. The ability & willingness to contribute novel ideas and approaches in support of scientific investigations.   **Desirable Criteria:**   1. Demonstrated experience undertaking controlled condition (e.g. glasshouse) experiments or laboratory analytical experiments. 2. Demonstrated skills and desire to undertake career development in higher level data analysis, including statistical analyses and the output from remote sensing data collection (e.g. LiDAR, aerial mapping). 3. Demonstrated experience collaborating and communicating sensitively and effectively with land managers, including Aboriginal and Torres Strait Islander people and Government organisations. 4. Demonstrated understanding of global environmental change impacts on ecosystems, including landscape modification, climate change and invasive alien species management. 5. Current Australian C class (Unrestricted; i.e. manual) driver’s licence (or equivalent); off-road and/or 4WD driving experience; Coxswains (Grade2 NC) commercial boat licence; demonstrated experience flying Unmanned Aerial Vehicles (UAV’s), particularly for aerial imagery collection.   **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:**  To be eligible for this position you must be willing and able to undertake field work in remote and rugged locations, both nationally and overseas, that may involve extended time away from Perth. The position will require a medical assessment prior to commencement in the role. |

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| **Other Information:** |
| **How to Apply**  Please apply for this position online at 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 in response to the selection criteria. Applicants who do not provide the information when requested may not be considered.  If you experience difficulties applying online call 1300 301 509 and someone will be able to assist you. Outside 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 Bruce Webber via email bruce.webber@csiro.au or phone: 08 9333 6802, or  Dr Tommaso Jucker via email tommaso.jucker@csiro.au or phone: 08 9333 6044  Please do not email your application directly to Drs Webber or Jucker. 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 & Water** provides the science to underpin Australia's economic, social and environmental prosperity through stewardship of land and water resources ecosystems, and urban areas. Through an integrated systems research approach we provide the information and technologies required by government, industry and the Australian and international communities to protect, restore, and manage natural and built environments. Our expertise addresses Australia's national challenges and is increasingly supporting developed and developing nations respond to complex economic, social and environmental issues related to water, land, cities and ecosystems.  **CSIRO Health & Biosecurity’s** goal is to provide leadership and deliver measurable improvement in Australia’s one‑Health system: enhancing health, social, environmental and economic wellbeing in the face of increased healthcare pressures and global biosecurity threats. We're focused on delivering in four key impact areas: industry profitability and market access, environmental health, infectious disease, and health outcomes and health system performance. |