# Position Details – Research Scientist/Engineer – CSOF5

Role summary for potential applicants

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| **Advertised Job Title:** | Research Scientist – CSIRO Oceans and Atmosphere Bio-analytical Facility |
| **Reference Number:** | 53729 |
| **Classification:** | CSOF5 |
| **Salary Range:** | AUD $95,369 to AUD $103,205 plus up to 15.4% superannuation |
| **Location:** | Hobart, Tasmania |
| **Tenure:** | Indefinite |
| **Relocation assistance:** | Will be provided to the successful candidate if required. |
| **Applications are open to:** | * All Candidates |
| **Functional Area:** | Research Scientist |
| **% Client Focus - Internal:** | 60% |
| **% Client Focus - External:** | 40% |
| **Reports to the:** | Group Leader, Coasts Program |
| **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.  The appointee will manage the Bio-analytical Facility based at the CSIRO Oceans and Atmosphere’s Hobart site. This position involves the analysis of a variety of samples – water, micro and macro algae, seagrass, microphytobenthos and zooplankton – for parameters used in the research of marine optics, harmful algae blooms, algal biotechnology, biological oceanography and biogeochemical models. The role will work closely with both internal and external clients and collaborators to deliver high standard products and services and will be responsible for the analysis of samples, the development of novel analytical techniques and methods, the reporting and presentation of results, the development of project opportunities and the maintaining of the biosecurity accreditation for the facility.  The Bio-analytical facility at CSIRO Oceans &Atmosphere’s Hobart site, is recognised as the leading bio-optical laboratory in Australia and the Southern Hemisphere and one of the leading laboratories internationally. It has the only validated HPLC method for pigment analysis in Australia. |

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| **Duties and Key Result Areas:** |
| * Management of the Bio-analytical Facility including the completion of contracts for external clients, management of project milestones, sample collation and analysis, reporting results, and invoicing for work completed. * Management of the biosecurity requirements attached to the facility for O&A, so that Biosecurity accreditation is retained; this includes in house training for staff who access the BC2 lab and completion of audits by DAWR on an annual basis. * Analysis of samples for pigment composition and concentration by HPLC. * Analysis of samples for phycocyanin and phycoerthryn concentration. * Determination of the absorption coefficients of particulate and dissolved fractions of the water column. * Determination of the concentration of total suspended matter. * Determination of cell numbers using flow cytometry. * Participation in field work on both small and large vessels. * Formatting and entry of data into national and international databases. * Development of new methods for pigment and toxin analyses using UPLC and HPLC-MS. * Production of high quality scientific and technical reports, journal articles, conference papers and presentations suitable for publication in quality journals and for presentation at national and international conferences. * Development of business opportunities with internal and external clients. * Incorporate novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for new, existing and further research. * Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation. * Work effectively as part of a multi-disciplinary, often regionally dispersed research team, to undertake independent scientific investigations and carry out associated tasks under the guidance of more senior Research Scientists/Engineers. * Assist in leading small research projects, including the negotiation of resource requirements if required. * 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:***   1. **Education/Qualifications:** A doctorate and/or equivalent research experience based on analytical chemistry techniques in biological oceanography, algal biotechnology or marine optics 2. **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. 3. **Publications: A solid record of publication in quality, peer reviewed journals.** 4. **Collaboration: A history of professional and respectful behaviours and attitudes in a collaborative environment.**   ***Essential Criteria:***   * Demonstrated experience with and maintenance of analytical instrumentation such as HPLC/UPLC, scanning spectrophotometers and spectrofluorimeters and flow cytometers. * Demonstrated experience with the analysis of more than one of the following analyses – pigment concentration and composition, including the phycobiliproteins; absorption coefficients of particulate and dissolved fractions of a water sample; flow cytometry. * Problem solving/investigative skills and the ability to effectively manage a number of competing priorities simultaneously, and under limited direction. * Demonstrated ability to work and collaborate in a multi-disciplinary research environment.   **Desirable Criteria:**   * The ability to use and write programs in Matlab. * The ability to work on small and large research vessels. * Knowledge of formatting data for national and international databases.   **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 |

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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. 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:  Lesley Clementson via email: [lesley.clementson@csiro.au](mailto:lesley.clementson@csiro.au) or phone: +61 3 6232 5337  Please do not email your application directly to Lesley Clementson. 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** **Oceans and Atmosphere** will support Australia’s prosperity through research underpinning sustainable economic, social, and environmental use of Australia’s marine estate and providing information, technologies, and services to governments, industries, and communities to enable adaption to changing climate and environmental conditions. |