# Position Description

## Research Scientist/Engineer – CSOF7

The following information is for applicants

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| Advertised Job Title**:** | Senior Food Science and Technology Leader |
| Job Reference: | 60446 |
| 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* [x]  All Candidates
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| Percentage of Client Focus - Internal: | 40% |
| Percentage of Client Focus - External: | 60% |
| Reports to the: | Research Director – Food Program |
| Number of Direct Reports: | 15-20 |
| Name and Contact Details For Applicant Enquiries  | Dr Chris Downs, chris.downs@csiro.auPlease do not email your application directly to Dr Downs. Application received via this method may not be considered by the selection panel. |
| Contact Details For Applying | If you experience difficulties applying on line, Call 1300 984 220 or email csiro.online@csiro.au |
| How to Apply: | Please apply online 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.

This senior role will see you being engaged to drive innovation in food science and technology with a focus on food structure and chemistry, bioprocessing and value addition, whilst playing a key role in leading a multidisciplinary science research group of 15-20 staff. Your expertise and that of CSIRO will be applied to the Australian and global food value chain using its broad range of industrial know-how and scientific capability.

The role is located at the CSIRO Food Innovation Centre, Werribee (near Melbourne) in Victoria, Australia. There will be a requirement to travel interstate on a frequent basis for research project delivery and/or meetings, seminars or conferences.

## Duties and Key Result Areas:

* Lead, build and manage growth in investment and impact delivery for the Australian and global Food Industry through food science and technology, with a particular focus on research in transforming biomass generated across the Agrifood value chain into value added products. A detailed understanding of food structure, food chemistry and bioprocessing will be used for the development of ingredients and premium food and beverage products.
* Define major food science and technology related challenges that CSIRO and the Food Industry can collaborate on.
* Lead and identify multiple and simultaneous programmes in food science and technology, including identifying a credible route to impact and leading to multiple investment solutions.
* Lead and supervise staff to ensure that research is conducted professionally and projects are completed within the agree timeframes and budget.
* Act as a trusted advisor, utilising knowledge of partner and client’s business and understanding of their underlying needs.
* Anticipate industry and/or community needs and market direction through partner and client liaison/networking, and identify and adapt quickly to changes.
* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved research program with general direction as to the aims of their activities.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
* Communicate openly, effectively and respectfully with all staff, partners, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## Competencies:

1. **Teamwork and Collaboration: Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.**
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: Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.**
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.*

***Pre-Requisites:***

1. PhD in Food Science and Technology or closely related field and with significant leadership and/or commercial expertise.
2. Significant experience and depth of understanding of science either from a research or industry perspective and/or relevant work experience.

***Essential criteria***

1. High levels of expertise in the commercialisation of innovative high value ingredients and food and beverage products and processes.
2. **Demonstrated experience of engagement and leading complex strategic relationships with the Australian Food Industry and global partners.**
3. A history of respectful behaviours and attitudes in a collaborative environment.
4. Demonstrated ability to establish and lead productive research teams, undertake strategic planning, operationalise the vision for stakeholders and gain commitment to the direction chosen.

**Desirable Criteria:**

1. Sound understanding of the Food industry and their respective business challenges
2. Proven ability to resolve major commercial problems which have an impact on business outcomes

## Special Requirements:

To be eligible for this position you must be physically able to undertake specific non-negotiable activities in the Food Processing Pilot Plants located on the Werribee and Coopers Plains sites [i.e. prolonged standing, noise affected environment, working at heights or in tight or enclosed spaces etc.]

## 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)