# Position Details

## Research Projects- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Food Technologist |
| Job Reference | 62632 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$98,735 to AU$106,848 pa + up to 15.4% superannuation |
| Location(s) | Werribee, Victoria |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Peter Watkins via email at peter.watkins@csiro.au or phone +613-97313378 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

Research Projects staff in CSIRO collaborates in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out more practical aspects of work.

The role of the Food Technologist in CSIRO will be to collaborate with other Scientists, Engineers and Food Processing staff in innovative research leading to commercial and scientific achievements, which are aligned with CSIRO's strategies. They will be primarily engaged in activities of CSIRO’s Food Innovation Centre which involves close-to-market research for local and international food manufacturing industry clients. The food technologist will have the opportunity to build research and industry networks and play a lead role in securing project funds and project delivery of the centre.

### Duties and Key Result Areas:

* CSIRO requires National Police Checks to be provided by preferred applicants for all new positions. Where matters are disclosed in a National Police Check, only those that are relevant to the position and the ability of the applicant to perform the role will be considered. Accordingly, it is important to consider, and include in the position description, all duties and responsibilities relevant to the position, to assist with the consideration of any record that may be disclosed through the National Police Check process.
* Provide expertise in plant proteins (ingredient science, chemical and physical characterisation).
* Lead projects and project activities.
* Work with world-class scientists and engineers to develop safe and novel foods, ingredients and beverages for the Australian food industry and global consumers.
* Engage in activities related to our clients, pilot-scale food processing, quality assurance and product development.
* Incorporate novel ideas and approaches in investigations by adapting and/or developing original concepts and ideas for new, existing and future research.
* Key result areas will include the development of innovative concepts in food science, food technology, and product development both at laboratory and pilot scale.
* 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, sometimes regionally dispersed research team, to undertake independent scientific investigations and carry out associated tasks under the guidance of more senior Research Scientists/Engineers.
* Under the guidance of Principal Research Scientists/Engineers, work collaboratively and honestly with internal and external colleagues, clients and partners to help define and satisfy objectives for a range of research projects.
* Leading and managing of major parts of research projects for external and internal clients.
* 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.

## **Required Competencies:**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team as well as industry colleagues.
* **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.
* **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.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target..
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. **Education/Qualifications:** A relevant bachelor’s degree/Masters in the relevant discipline areas of either Food Technology, Food Science or Food Engineering with at least 5 years postgraduate training in food research and development and/or equivalent industry experience.
2. Proven ability to develop new food product and processing applications from a variety of food materials (including plant proteins) at pilot or commercial scale.
3. Demonstrated project management skills in the development and execution of **multi-disciplinary** experimental plans from laboratory scale to pilot scale.
4. Demonstrated skills in the areas of food processing, food product development and related quality assessment.
5. The ability to prepare project proposals and seek investment and co-investment from various stakeholders (e.g. companies, industry and granting bodies)
6. **Proven ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out independent individual research, to achieve organisational goals.**

**Desirable Criteria:**

1. Experience in the manufacture of texturised vegetable proteins as well as extrusion processing.
2. Strong interest in the translation of food science outcomes to impactful industry applications.
3. A record of innovation and creativity including the ability to incorporate novel ideas and approaches into research and development

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

**Other special requirements:**

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

Some out of hours and interstate activities will be required on a as needs basis.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. 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)