

CSIRO Science Leader

Massive data challenges in the era of the Square Kilometre Array

Information for applicants

At CSIRO, we solve the greatest challenges through innovative science and technology.



Introduction

**CSIRO’s Chief Executive**

***Larry Marshall***

I’ve spent a lifetime believing in the power of science to transform economies, countries and lives for the better, and there’s no better place in Australia to see that in action than at CSIRO.

Our Science Leader program is a significant investment and commitment to solving today’s challenges by imagining tomorrow’s solutions.

As Australia’s national science agency, we’re also securing Australia’s future by developing the next generation of STEM leaders, who will reinvent and create new industries for Australia and the world.

To solve the greatest challenges today and into the future, we recruit not only the best and brightest, but also those who are passionate, creative and driven to make a difference with their science and mentor the next generation.

We build teams of talented individuals whose diversity of experience, expertise and perspectives are the compass to guide us through the ambiguity of innovation.

At CSIRO, your knowledge, expertise, relationships and novel capabilities can develop the breakthrough science and cutting-edge technology platforms that will deliver unique value to Australia.

We look forward to welcoming you to the team.

**CSIRO’s Chief Scientist**

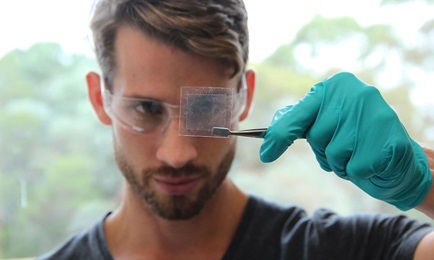
***Cathy Foley***

Australia’s future prosperity will be fuelled by science. Science that solves the greatest challenges while creating new industries, new jobs and shapes the minds and aspirations of our future leaders.

As Chief Scientist at CSIRO, I’m passionate about the brilliant science done by our world-class researchers, enabled by collaboration across disciplines and with industry, government and academia.

As a CSIRO Science Leader, you’ll share my passion for developing new relationships and mentoring our future science leaders.

I’m excited to work with you on bringing new capability and expertise into CSIRO to further grow our culture of science excellence.

Collaborate with talented people to solve the world’s biggest challenges

**Our purpose:** At CSIRO we provide innovative science and technology solutions to national challenges and opportunities that benefit industry, the environment and the community.

You can make a real difference, in an environment where we spark off each other, learn from each other, trust each other and collaborate to achieve more than we could individually - in a supportive, rewarding, inclusive and truly flexible environment.

Be proud of what you do - be part of a better tomorrow.

Grow your skills. Apply your talent. Broaden your horizons.

Join the CSIRO team

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is one of the world’s largest and most successful publicly funded research and development organisations and is committed to complementing its world-class science and engineering capabilities with outcome-focused research that will generate economic, environmental and social benefits for Australia in a global context. We maximise the impact we deliver for the country by focusing on solving the greatest challenges.

As Australia’s national science and engineering agency our innovation and excellence places us in the top ten applied research agencies in the world. We’re the people behind Wi-Fi, soft contact lenses and the Hendra virus vaccine – and we’re Australia’s leading patent holder.

**Vision:** Australia’s innovation catalyst, collaborating to boost Australia’s innovation performance.

**Mission:** Create benefit for Australia through impactful science, engineering and innovation

Our facilities and physical infrastructure

Doing excellent science and engineering, and delivering services to the benefit of Australia requires appropriate physical and cyber-physical infrastructure.  We have over 50 locations Australia-wide in metropolitan and regional areas as well as internationally. We continue to explore advancements in technological solutions to improve operations.

Our leaders and their careers

‘The things that we do (at CSIRO) are captivating and continue to amaze every day; the people are so passionate and are here for the right reasons and the Australian public want us to be here to do the things we do.’

‘We have everything you need to bring ideas to life.’

‘It is a place where you can dare to dream.’

Benefits our staff value

* Continuous career development
* CSIRO specific experienced leadership skills development
* [Balance](https://www.csiro.au/en/Careers/The-CSIRO-Experience/Balance) in their lives via flexible work practices
* [Diversity](https://www.csiro.au/en/About/Policies-guidelines/Working-at-CSIRO/Diversity-strategy) and inclusion of ideas, individuals and cultures
* Generous leave conditions

Where are our staff?

We have more than 5,000 staff spread over 50 sites across Australia’s cities and regions and internationally.

What do we do?

We do research from the bottom of the ocean to deep space, from a micro to a mega scale from agriculture to digital. And we are custodians of some of Australia’s most valuable facilities and collections.

The breadth of our research allows us to tackle issues from a multi-discipline perspective.

CSIRO Science Leader Program

At CSIRO, we solve the greatest challenges through innovative science and technology by harnessing the incredible intellectual power and expertise of our people, collaborators and partners

The CSIRO Science Leader program attracts the best researchers from across the globe to deliver outstanding translational science and engineering impact. The purpose of the CSIRO Science Leader Program is to capture new capability and technology into areas which have been identified as strategic, and to assist our business units to manage and develop their capability for the future.

Over their five year appointment, CSIRO Science Leaders play an active role within and across business units and contribute to business goals through both scientific excellence and the translation of research outcomes into impact. They foster a culture of excellence in their teams and peers and have sufficient experience to supervise and mentor early-career researchers.

In addition to the Science Leader’s salary, the Science Leader has generous operating funds, and support for two three-year Postdoctoral Fellowships and two three-year Postgraduate Students top-up scholarships.

Approved CSIRO science leader priority areas will be externally advertised as competitive positions on [CSIRO’s Vacancies site](https://jobs.csiro.au) in consultation with the CSIRO Science Council and business unit.

Eligibility and essential selection criteria

The program is directed towards mid-career researchers who have between 10 to 15 years post-doctoral experience.

CSIRO Science Leaders need to:

* have established expertise and knowledge aligned to the strategic priority areas;
* bring novel capability into CSIRO; and
* develop cutting edge technology platforms not already in CSIRO.

*CSIRO policy states that to be appointed to a position in CSIRO you must meet all the essential selection criteria.*

Essential Criteria:

A successful science leader will:

* be recognised by their peers as making a significant contribution in their field of science or engineering;
* have a track record of translating scientific outcomes into impact;
* have the ability to work effectively as a leader of a research team, in a manner that encourages new ideas;
* build trust and provide support for the development of emerging skills;
* have a demonstrated ability to actively promote collaboration across an organisation such as CSIRO, and with external organisations, evidenced through strong engagement skills and strategic relationship management; and
* have the ability to mentor a team of talented postdoctoral fellows and postgraduate students and attract distinguished visiting researchers.

Desirable Criteria:

* Expertise in time-domain or spectral-domain low-frequency radio astronomy.
* Experience with managing astronomical processing in a high-performance computing environment.
* Experience in supervising post-graduate students and/or post-doctoral fellows.

Priority area and duties

The science leader will be responsible for carrying out world‐class research in astronomy and spearheading a new “Massive Data” effort that leverages CASS’s world-leading expertise in radio astronomy and CSIRO’s involvement in high performance computing and data archiving.

CASS is committed to building a safe and welcoming workplace culture, and to implementing initiatives to improve diversity and equity within our workplace. CSIRO offers a range of flexible working arrangements to support these initiatives.

Priority area:

The Science Leader will spearhead the development of a new “Massive Data” capability for CSIRO, using enormous time-domain and spectral-domain radio astronomy datasets as a demonstrator. This new capability will have applications across CSIRO wherever major science questions require the analysis of complex datasets of unprecedented size. CSIRO already has multiple Future Science Platforms (FSPs) involving the analysis of large data sets, but radio astronomy is at the cutting edge of these efforts because of the unprecedented size of the datasets involved and the need for rapid-response algorithms that can handle extremely large data flows. With this new capability, we aim to position CSIRO as a world leader in producing, archiving, accessing and processing extremely large data collections.

Duties

Research Scientists at CSIRO conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activities 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.

* Incorporate novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for new, existing and further research.
* Carry out world-class research projects in radio astronomy.
* Establish and lead a team of postdocs and students who bring new skills and capabilities to CASS in the areas of astronomy relevant to the SKA.
* Supervise and mentor students.
* Build strategic relationships with colleagues across CSIRO on problems and techniques relevant to ‘big data’ science.
* Represent CASS externally on projects relevant to ‘big data’ science, including the future SKA Regional Centre.
* Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Produce high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* Work collaboratively and honestly with internal and external colleagues, clients and partners to develop and progress challenging but realistic research plans for a range of research projects.
* 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.

Conditions of employment

**Leave:** Four weeks of annual recreation leave and 15 days of sick/carer’s leave apply.

**Flexibility:** CSIRO’s [Balance](https://www.csiro.au/en/Careers/The-CSIRO-Experience/Balance) initiative offers all employees the opportunity to balance their work and personal lives.

**Diversity:** We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. [Diversity and Inclusion Strategy](https://www.csiro.au/en/About/Policies-guidelines/Working-at-CSIRO/Diversity-strategy)

**Salary:** An attractive salary package will be oﬀered.

**Reference Number:** 61748

**Tenure**: Indefinite with an initial five years specific science leader funding.

**Location(s):** Perth, Western Australia or Sydney, New South Wales

Relocation and immigration assistance will be provided to the successful candidate where required.

How to apply

Please apply online at <https://jobs.csiro.au> entering the reference number and uploading in Microsoft Word your CV/resume, and a cover letter outlining your relevant experience and your motivation for applying. Please ensure you address both the eligibility and selection criteria for the CSIRO Science Leader Program as well as any selection criteria listed for the specific priority area. In your CV please include the contact details of three referees. Referees will only be contacted after prior consultation with you at which time please ensure that your referees are willing to provide reports when contacted

Contacts

If you are considering applying for this position please contact Prof. Elaine Sadler via email: [elaine.sadler@csiro.au](mailto:elaine.sadler@csiro.au) or phone: +61 2 9372 4359, or Dr Phil Edwardsvia email: [philip.edwards@csiro.au](mailto:philip.edwards@csiro.au) or phone: +61 2 9372 4717 to discuss the priority area, role and expectations.

Please do not send your application directly to Prof. Sadler or Dr Edwards because your application may not be considered by the selection panel.

Should you have difficulty applying please contact [careersonline@csiro.au](mailto:careersonline@csiro.au) or call 1300 984 220 during Australian business hours.

*NB: As part of the selection process candidates may be asked to do abilities testing and/or a personality questionnaire and/or to give a presentation to staff.*

*On acceptance of an offer of a position with CSIRO the appointee will be need to provide proof of their identity, give permission for verification of their tertiary qualifications and apply for a security check or Australian Federal Police check.*

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| CONTACT US  t 1300 984 220    e careersonline@csiro.au  w www.csiro.au  WE DO THE EXTRAORDINARY EVERY DAY  We innovate for tomorrow and help improve today – for our customers, all Australians and the world.  Our innovations contribute billions of dollars to the Australian economy  every year. As the largest patent holder  in the nation, our vast wealth of intellectual property has led to more  than 150 spin-off companies.  With more than 5,000 experts and a burning desire to get things done, we are Australia’s catalyst for innovation.  WE IMAGINE. WE COLLABORATE.  WE INNOVATE. |  |  |