# Position Description

## Research Scientist/Engineer – CSOF5

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Behavioural Research Scientist - Brain Performance and Nutrition |
| Job Reference | 62301 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | **\***AU$98k - AU$106k per annum, plus up to 15.4% superannuation |
| Location(s) | Adelaide, South Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader – Nutritional Intervention |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Ian Zajac via email [Ian.Zajac@csiro.au](mailto:Ian.Zajac@csiro.au) or phone +61 8 8303 8875 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply on **Jobs Central** via People Hub  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

## 

**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 Brain Performance and Nutrition Research Scientist provides specialised project and thought leadership as part of the Nutrition and Health Program’s clinical trials capability. Specifically, this role has a focus on the impact of nutritional interventions on cognitive and brain-health related outcomes, including psychological health more broadly. In addition, such outcomes will be considered in relation to physiological, biological and genetic factors where possible.

The CSIRO nutrition and health research clinic conducts a variety of large-scale human nutrition intervention studies that lead to health impacts for the Australian community. This multidisciplinary team has expertise in the conduct of human clinical trials in a range of areas including cognitive function and brain-health, obesity and metabolic health, and gut health. The opportunity has arisen for a suitably experienced scientist to expand our expertise relevant to brain health and performance.

## Duties and Key Result Areas:

* Incorporate novel approaches to the scientific investigation of the links between human nutrition, cognitive function and brain health by adapting and/or developing original concepts, methodologies and ideas for new, existing and further research.
* Contribute to existing, and secure and lead new projects or trials with external and internal partners.
* Maintain an in-depth familiarity with recent advances in domains that are applicable to the study of food, nutrition and cognitive health.
* Produce high quality reports for clients and scientific papers suitable for publication in quality journals and for presentation at national and international conferences, helping to ensure the high standards of research outputs from the team.
* Liaise with existing and new clients to determine their needs and take personal responsibility for client satisfaction.
* Under direction (limited direction for CSOF5), assist in the planning and preparation of research proposals and carry out research projects, requiring originality, creativity and innovation.
* Undertake experimental and/or observational research activities which may require the supervision and/or training of technical staff to ensure experiments are conducted in accordance with research protocols.
* Address problems promptly and in a constructive manner, selecting the most profitable lines of attack upon a problem, preparing detailed design proposals and experimental protocols.
* Draw on professional expertise, knowledge of other disciplines and research experience, recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Communicate openly, effectively and respectfully with all staff, 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, regionally dispersed research team 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: Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.**
2. **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.**
3. **Resource Management/Leadership: Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.**
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **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.**
6. **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:

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

## Essential Criteria:

1. A PhD in a relevant discipline area, such as psychology, neuroscience or related behavioural science, or a relevant Master’s degree with commensurate research experience.
2. A developing track record of research outputs (presentations and publications) with a focus on brain health and nutritional science, demonstrating strong written and oral communication skills.
3. Previous experience in evaluating the impact of an intervention(s) on cognitive or other brain health-related outcomes.
4. Experience in the administration of cognitive and/or other neuropsychological assessments.
5. Evidence of advanced statistical skills using software packages relevant to behavioural science (e.g. SPSS, R, STATA or equivalent) and experience in the analysis of large datasets, including cohort studies.
6. A record of science innovation and creativity with the ability to incorporate novel ideas and approaches into scientific investigations.

## Desirable Criteria:

1. Demonstrated ability to secure external funding to support research projects.

**\*Note:** depending on circumstances, a postdoctoral appointment (incl. formal training program) may be considered for candidates who hold a PhD and have less than 3 years of relevant postdoctoral experience. Salary: AU$86k to AU$94k per annum. In this case, duties will be undertaken under supervision or guidance, and the successful candidate will not secure and lead new projects and trials independently.

## Special Requirements:

The successful candidate will be asked to obtain and provide a National Police Check or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Information disclosed in a National Police Check will only be considered if it is relevant to the inherent requirements of the position.

Applicants who are not Australian Citizens or Permanent Residents may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- <https://ielts.com.au/>

## About CSIRO:

We imagine. We collaborate. We innovate. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/Research/BF)