# Research Scientist/Engineer – CSOF6

Role summary for potential applicants

|  |  |
| --- | --- |
| Advertised Job Title**:** | Research Scientist in Global Change Ecology |
| Reference Number**:** | 62579 |
| Classification**:** | CSOF6 |
| Salary Range: | AU$113k – AU$132k per annum, plus up to 15.4% superannuation |
| Location**:** | Floreat (Perth) Western Australia |
| Tenure: | Specified term of 5 years |
| Relocation assistance**:** | Will be offered to the successful candidate, if required. |
| Applications are open to: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Functional Area**:** | Research Scientist |
| % Client Focus - Internal: | 20% |
| % Client Focus - External: | 80% |
| Reports to the: | Group Leader |
| Number of Direct Reports: | 0 |

|  |
| --- |
| **Role Overview:** |
| This position requires skills in biosecurity (as it relates to invasive species management), plant ecology and plant-herbivore interactions, and will be based with the Ecosystem Change Ecology team in Perth, Western Australia. The role is required to conduct innovative research using the latest advances in ecology, remote sensing and plant-animal interactions, to develop science-based solutions for invasive species management.  The research may involve:   1. elucidating ecological impacts of invasive species, 2. identifying interventions for invasive species management, 3. empirical research on ecology and ecophysiology of focal invasive species, and 4. mitigating the impact of global environmental change on invasive species threats.   The position will provide leadership to the Ecosystem Change Ecology team. This multidisciplinary team generates knowledge on the mechanistic links and synergistic interactions between landscape change, species invasions and their impacts on terrestrial ecosystems. The team works within the Weed Management Systems Group of the Health and Biosecurity Business Unit and collaborates closely with other business units (e.g. Land & Water, Oceans & Atmosphere). This multi-disciplinary, multi-location group undertakes research to help with the management of invasive species and global environmental change in natural and/or agricultural ecosystems in Australia. The team has strong links with the University of Western Australia via collaborative research and student supervision and undertakes research with a network of collaborators and on behalf of clients both in Australia and overseas.  The position is required to lead components of existing projects; develop and secure funds and lead new projects; provide scientific leadership and collaborate with scientists across Australia and internationally. The position will be responsible for the successful delivery on key milestones of externally-funded projects. The role requires an awareness of evolving strategic objectives of CSIRO and the Health & Biosecurity Business Unit to be maintained, and involvement in the development of new projects in the broad portfolio of biosecurity and invasive species management aligned with these strategies. |

|  |
| --- |
| **Duties and Key Result Areas:** |
| * Act as a trusted advisor, utilising knowledge of client’s business and understanding their underlying needs. * Incorporate novel approaches to scientific study by adapting and/or developing original concepts and ideas into existing and future research. * Devise strategy and assume overall scientific responsibility for research and interpretation of results from laboratory, controlled environment conditions and field locations to deliver on project-related outputs. * Contribute to fieldwork across a range of ecosystems, including in remote locations in Australia and overseas. * Interact positively and work collaboratively with internal and external colleagues, partners and customers to build productive relationships and collaborations regionally, nationally and internationally, to enhance impact of the science or create new business opportunities. * Anticipate industry and/or community needs and market direction through client liaison/networking (including Indigenous stakeholders); identifying changes quickly and adapting as needed. * 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. * Provide advice to policy makers and inform and transfer knowledge to relevant stakeholders. * Translate research outputs into high impact on-ground outcomes. * Communicate effectively to a high standard and as appropriate to the audience (including clients, non-scientific audiences and the scientific community), through written publications and oral presentations at national and international conferences and meetings. * Lead, supervise and mentor staff, including technical staff, postdoctoral fellows and students, to deliver research projects within the agreed timeframes and budget. * 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. * Undertake or have responsibility for: (1) financial and asset management responsibilities, including financial delegations, (2) access to personal or other sensitive information, whether of CSIRO staff and affiliates, or members of the public, (3) access to commercially sensitive information of CSIRO and/or research or commercial partners. * Other duties as directed. |

|  |
| --- |
| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential requirements can be appointed*  ***Pre-Requisites:***   1. **Education/Qualifications:** A doctorate and/or equivalent research experience in a relevant discipline area, such as plant ecology or plant-animal interactions, preferably in the context of invasive species management and/or global environmental change. 2. **Licence:**  A current Australian Class ‘C’ driver’s licence (or equivalent). 3. **Experience:** Substantial postdoctoral research experience or equivalent. 4. **Publications:** **A strong record of publication in high quality, peer reviewed journals.** 5. **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. 6. **Behaviours: A history of professional and respectful behaviours and attitudes in a collaborative environment.**   ***Essential Criteria:***   1. Demonstrated theoretical, conceptual and practical knowledge in applied ecology relevant to invasive species management, including a strong empirical background in plant ecology, plant-animal interactions, remote sensing and statistical and data analysis skills. 2. Demonstrated ability to lead projects or components of large multi-disciplinary projects focused on delivering science-based solutions for stakeholders. 3. Demonstrated laboratory- and field-based research experience in relation to plant population and/or community ecology in terrestrial ecosystems, and an ability and willingness to conduct fieldwork across a range of ecosystems, including in remote locations in Australia and overseas. 4. A record of science innovation and creativity, including the ability and willingness to incorporate novel ideas and lateral thinking into scientific investigations to develop appropriate solutions to research challenges. 5. **Proven** **ability to lead and work effectively within a multi-disciplinary, multi-location research team, and carry out independent individual research, to achieve project and organizational goals.** 6. **The ability to** develop productive and lasting relationships with a wide range of collaborators and stakeholders.   **Desirable Criteria:**   1. Research experience in using RPA (drone) platforms for ecological research, and/or risk analyses. 2. Research experience in one or more of the following fields, especially within the context of integrated management of invasive species: invasion biology, weed science, spatial modelling, ecophysiology, ecosystem processes, biogeography, invertebrate ecology and community ecology. 3. A track record/ability in delivering applied outcomes to the environmental and/or agricultural sector. 4. The ability and willingness to supervise students, technical staff and post-doctoral fellows.   ***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 job. * The successful candidate will be required to undertake a pre-employment medical examination prior to commencement. * If the successful candidate is not an Australian Citizen or Permanent Resident, they 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/> |

|  |
| --- |
| **Other Information:** |
| **How to Apply**  Please apply online at <https://jobs.csiro.au> and enter the requisition number **62579.** Internal applicants should apply via ‘Jobs Central’ through the ‘People Hub’ desktop icon.  Candidates are asked to view all pre-requisites and criteria outlined above under ‘Selection Criteria’. When applying, please upload your CV where indicated, and also upload a covering letter which includes responses to the abovementioned Criteria.  If you experience difficulties applying online call 1300 984 220 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:  Dr Bruce Webber via email: [Bruce.Webber@csiro.au](mailto:Bruce.Webber@csiro.au) or phone: +61 8 9333 6802  or  Dr Raghu Sathyamurthyvia email: [Raghu.Sathyamurthy@csiro.au](mailto:Raghu.Sathyamurthy@csiro.au) or phone: +61 7 3833 5762  *Please do not email your application directly to Dr Webber or Dr Sathyamurthy. 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 Health & Biosecurity** helps to protect Australia from biosecurity threats and risks posed by serious exotic and endemic pests and pathogens. We're strengthening Australia’s biosecurity system with targeted research to tackle major pest and disease threats; quantifying the risk offshore, enhancing surveillance and detection systems and providing smart, cost effective responses to deal with exotic, emerging and established pests and diseases on shore. Find out more at: <http://www.csiro.au/en/Research/BF/About> |