# Position Description

## Research Scientist/Engineer – CSOF6

The following information is for applicants

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| Advertised Job Title**:** | Fish Ecologist |
| Job Reference: | 61446 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | All Candidates |
| Percentage of Client Focus - Internal: | 20% |
| Percentage of Client Focus - External: | 80% |
| Reports to the: | Team Leader |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Gavin Rees.  Email: [Gavin.rees@csiro.au](mailto:Gavin.rees@csiro.au)  Carmel Pollino.  Email: [Carmel.Pollino@csiro.au](mailto:Carmel.Pollino@csiro.au) |
| Contact Details For Applying | Call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.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  Please do not email your application directly to Gavin Rees or Carmel Pollino.   Applications received via this method will not be considered by the selection panel. |

## 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 role of the Fish Ecologist is to develop new projects and lead projects and activities. In this role you will be working in a multi-disciplinary team, with physical and socio-economic scientists and engineers. The role will also require establishment of collaborative relationships external to CSIRO, with other ecologists, and with water planners and managers.

In this role you will require a science foundation in fish ecology and freshwater ecology, working in rivers and basins that have undergone flow changes. You will progress scientific understanding of the relationship between fish, fish populations, river flows and other environmental factors in natural and artificial inland waters, with findings translated to management.

## Duties and Key Result Areas:

* Incorporate novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for new, existing and further research.
* Advance knowledge on the ecology of freshwater fish and in particular, the relationships between fish and river flows.
* Develop and lead research projects that examine fish and fish populations in river basins.
* Develop or contribute to models and decision-based support systems and recommendations that can be used by water managers whose activities target fish populations.
* 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.
* Produce high quality client reports and scientific papers suitable for publication in quality journals and for presentation at national and international conferences. Communicate findings to broader stakeholder audiences.
* 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.
* 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 selection criteria can be appointed.*

1. A doctorate in ecology or relevant discipline area, with specialist skills in fish ecology.
2. Experience in environmental flows research, particularly in the science and management of rivers that are modified.
3. A solid record of publications in quality, peer reviewed journals.
4. Strong written and oral communication skills including the ability to publish results and present to a range of audiences.
5. Demonstration of working in multi-disciplinary teams.
6. A record of science innovation and creativity plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## Desirable Criteria:

1. Knowledge of wider aspects of riverine and floodplain ecology.
2. Skills in contributing to or generating qualitative and quantitative models of freshwater systems.
3. Experience in developing new projects and in project management.
4. Experience in interacting with water planners and water managers.

## Special Requirements:

To be eligible for this position, you must be willing and able to:

* Undertake field based research.

Appointment to this role may be subject to conditions including security/national police/medical/character clearance requirements. 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 [Land and Water](https://www.csiro.au/en/Research/LWF)