# Position Description

## Research Scientist/Engineer – CSOF7

The following information is for applicants

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| Advertised Job Title**:** | Freshwater Ecologist |
| Job Reference: | 61447 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | * All Candidates |
| Percentage of Client Focus - Internal: | 10% |
| Percentage of Client Focus - External: | 90% |
| Reports to the: | Team Leader |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Carmel Pollino.  Email: [Carmel.pollino@csiro.au](mailto:Carmel.pollino@csiro.au)  Gavin Rees.  Email: [Gavin.Rees@csiro.au](mailto:Gavin.Rees@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 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 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 Freshwater Ecologist is to develop strategies, new projects and research initiatives. In this position you will lead and manage research projects teams in developing the understanding of the management of freshwater systems, with outcomes being adopted in planning and management of freshwater rivers and wetlands.

## Duties and Key Result Areas:

* Incorporate advanced ecological understanding of freshwater systems, adapting and/or developing original concepts and ideas for new, existing and further research projects.
* Attract and lead delivery of research and impact into major areas such as the Murray-Darling Basin, but also to provide high level input to water issues throughout Australia and potentially internationally.
* Interact with key clients, (e.g. MDBA, CEWO, State Governments), other programs in CSIRO Land & Water and across various Business units within CSIRO and with external project-based research partners.
* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agree timeframes and budget.
* Ability to undertake and direct field-based research programmes.
* Produce high quality client reports and scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* 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, often regionally dispersed research team, and business unit 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: Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.**
2. **Influence and Communication: Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious proposals/ideas.**
3. **Resource Management/Leadership: Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.**
4. **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
5. **Independence: Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.**
6. **Adaptability:** Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

## Selection Criteria:

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

1. A doctorate in a relevant discipline area of freshwater ecology
2. Demonstrated advanced knowledge of wider aspects of riverine and floodplain ecology, with a strong understanding of the research needs and ecological issues within Murray-Darling Basin, and potentially throughout Australia
3. A track record on interactions with key State and Federal stakeholders
4. Demonstrated impact of adoption of research into water planning or management
5. A strong record of publications in quality, peer reviewed journals as well as client reports
6. 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
7. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out independent individual research, to achieve organisational goals.
8. A record of science innovation and creativity plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## Desirable Criteria:

1. Working knowledge of freshwater systems outside of Australia
2. Experience working internationally

## 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/>

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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)