# Position Description

## Research Scientist/Engineer – CSOF5

The following information is for applicants

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| Advertised Job Title**:** | Research Scientist – Structural Geologist |
| Job Reference: | 59993 |
| 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 – Structural Geology and Modelling, Mineral Resources |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Dr. Peter Schaubs : Peter.Schaubs @csiro.au  *Please do not email your application to Peter Schaubs. Applications received via this method will not be considered by the selection panel.* |
| 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 |

## Role Overview:

The Research Scientist will contribute to and develop a portfolio of projects and working in a metamorphosed and basin tectonic settings. The Research Scientist will work on industry focused scientific research projects of the influence of structures and deformation on all aspects of mineral systems. The Scientist will examine how these structures control the architecture of deposits both through providing pathways for mineralising fluids and through their fundamental role in basin development. The Scientist will be required to build on existing capability to interpret multiscale observations including microstructural and microchemical observations through to craton-scale geophysical datasets.

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.

## Duties and Key Result Areas:

* Working as part of a team or individually, provide a structural framework for the interplay of deformation and mineralisation.
* Carry out field mapping, core measurements, fault and fracture analysis, and underground and pit mapping of faults, fractures and veins.
* Interpretation of structural data collected from a variety of sources (self, industry, etc)
* Work in a wide range of tectonic settings including both basins and mineralised metamorphic terranes but with the common focus on understanding brittle deformation/tectonics.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Under limited direction, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* 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, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives.
* Lead small research projects and assist with elements of larger projects including the negotiation of resource requirements.
* 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.*

***Essential Criteria:***

* A doctorate and/or equivalent research experience in a relevant discipline area, such as Geosciences.
* Expertise in structural geology especially focused on faults, fractures and the role these play in mineral and basin systems science
* Demonstrated field experience in mine or petroleum environments and willingness to conduct field work in remote locations in Australia
* The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks autonomously in support of scientific research
* Experience in 3D modelling software, GIS and other geoscience-related software packages
* Demonstrated ability to lead and develop a multi-disciplinary, research team, plus the motivation and discipline to carry out autonomous research, to achieve organisational goals.
* A significant record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations.
* **A current Australian driver’s licence, or ability to obtain Australian licence.**

**Desirable Criteria:**

1. Ability to integrate geochemical/isotopic data with structural data
2. Experience in interpretation of geophysical data.
3. Experience with numerical simulation software
4. Experience in working with industry.
5. Experience in operating a 4WD off-road
6. Experience in conducting fieldwork either in Australia or overseas.
7. Proven track record in initiating and leading new research projects with industry support
8. **A significant record of quality publications as primary author in high impact, peer reviewed journals.**

**CSIRO is a values based organisation. You will need to demonstrate behaviours aligned to our values of:**

* Integrity of Excellent Science
* Trust & Respect
* Creative Spirit
* Delivering on Commitments
* Health, Safety & Sustainability

## Special Requirements:

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

* Travel to mine sites and conduct field work.
* Undergo a medical and/or security assessment prior to travel (e.g. mine sites etc.), where required.
* Obtain/hold a **current Australian driver’s licence.**

**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).

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you.  
Find out more here! <https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance>

**CSIRO Mineral Resources**

CSIRO Mineral Resources works with industry to grow Australia’s resource base, increase productivity and drive environmental performance. We also provide critical scientific analysis that underpins a growing national dialogue on how resources impact society and the environment.

Find out more: <http://www.csiro.au/en/Research/MRF>

## At CSIRO Mineral Resources, we recognise that the capability of our people is key to our success and provide the support for our people to develop, grow and reach their full potential. We offer a diverse and inclusive environment and strongly believe that our culture drives performance. Working at CSIRO you will be rewarded with a dynamic and challenging career path and an attractive remuneration package that includes a generous superannuation scheme, flexible work options, travel, and multiple leave options including paid maternity and parental leave.

**The position** will be based at the Australian Resources Research Centre, Perth, Western Australia, which offers outstanding facilities in a new and growing research environment. You will also have access to other world-class facilities based at the universities in Perth where CSIRO has collaborative arrangements in place, and at other CSIRO sites across Australia.