# Position Description

## Research Scientist/Engineer – CSOF5

The following information is for applicants

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| Advertised Job Title**:** | Research Scientist |
| Job Reference: | 61292 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | * All Candidates |
| Percentage of Client Focus - Internal: | 100% |
| Percentage of Client Focus - External: | 0% |
| Reports to the: | Team Leader |
| Number of Direct Reports: | 0 |
| 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 |
| Contact details to discuss this position: | Adam Slipinski via email: [Adam.Slipinski@csiro.au](mailto:Adam.Slipinski@csiro.au)  *Please do not email your application directly to Adam Slipinski. Applications received via this method will not be considered.* |
| If you have difficulty applying please contact: | Call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.online@csiro.au). |

## 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 **Australian National Insect Collection (ANIC)** is the largest collection of Australian insects and related invertebrates in the world, with over 12 million specimens. The collection is an important component of CSIRO’s National Research Collections Australia (NRCA) and critical to the future of insect biodiversity research in Australia. The collection has a staff of 30 including Research Scientists, Postdoctoral Fellows, PhD Students and Technical Officers who manage and develop the collection and conduct research in Australian insect taxonomy, systematics and related fields. Two Department of Agriculture staff members are embedded in the collection and provide critical identifications for biosecurity, in collaboration with research scientists in the collection.

Taxonomic and biogeographical research on Australian terrestrial insects now embraces morphological and molecular systematics, genomics, phylogeography and population genetics as well as modern approaches to morphology such as micro-CT scanning. A solid grounding in collection-based research is essential to this work.

The Systematist will have a special interest in beetles (Coleoptera) to make a substantial contribution to ANIC by delivering an overarching project on the Australian weevils. The scientist will contribute to the production of a dedicated volume on Curculionoidea as Volume 4 of the “Australian Beetles” book series, edited by John Lawrence and Adam Slipinski and published by CSIRO Publishing.

The Research Scientist will make a substantial, hands-on contribution to the systematics of Australian biodiversity by preparing and executing very large, morphology-based volume containing identification keys and a review of close to 800 genera of Australian weevils. The Scientist will be working with the Zimmerman Fellow, Dr. Rolf Oberprieler, who will provide introduction to the Australian weevils and guidance through the project. There will be a lot of freedom to explore and develop novel approaches to monographic taxonomic research as well as undertake some molecular research on the phylogenetic relationships of the Australian weevil fauna.

## Duties and Key Result Areas:

* Lead/Contribute to the research output of the Australian National Insect Collection, particularly in relation to the systematics and evolution of weevils (Curculionoidea).
* Produce, in collaboration, a volume on the Australian genera of Curculionoidea for the “Australian Beetles” book series.
* Produce high quality scientific manuscripts suitable for publication.
* Help build CSIRO’s research collections in insect diversity.
* Make a contribution to the effective functioning of the research team and help deliver CSIRO’s organisational objectives and plans.
* Communicate 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 PhD and at least two years of postdoctoral experience in systematic entomology (including a strong grant track record).
2. Demonstrated ability to design and implement systematic research projects on beetles (Coleoptera) at significant scale with appropriate methods, including morphological revisions, description of novel taxa and creating identification keys.
3. Demonstrated ability to design and deliver large taxonomic monographs and/or books.
4. **A solid record of publication in quality, peer reviewed journals.**
5. **Demonstrated ability to write grant proposals and evidence of money attracted from external funding bodies.**
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. Demonstrated conceptual and practical knowledge and skills in beetle systematics and collection-based evolutionary biology.
8. Demonstrated ability to investigate issues of complex and ill-defined problems and develop appropriate responses by adapting/creating and testing alternative solutions.
9. A record of science innovation and creativity, plus the ability and willingness to incorporate novel ideas and approaches into scientific investigations.

## About CSIRO:

At CSIRO we solve the greatest challenges through innovative science and technology. See more [online](http://www.csiro.au/)!