# Position Description

## Research Scientist/Engineer – CSOF5

The following information is for applicants

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| Advertised Job Title**:** | Transdisciplinary Researcher |
| Job Reference: | 59760 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | * All Candidates
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| Percentage of Client Focus - Internal: | 80% |
| Percentage of Client Focus - External: | 20% |
| Reports to the: | Group Leader |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries  | If after reading the position details above you require more information please contact: **Beth Fulton** via email: Beth.Fulton@csiro.au |
| Contact Details For Applying | Call 1300 984 220 or email 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:

This unique role requires skills in scientific research and stakeholder engagement to support evidence-informed decision-making in relation to the sustainable management of marine resources in Australia and overseas.

Working within a multi-disciplinary group of more than 30 scientists with expertise spanning resource modelling, economics and marine biology, the transdisciplinary researcher will lead, and contribute to, innovative scientific research to understand how to more effectively link scientific research to policy and practice. This will include, but will not be limited to, research in relation to knowledge co-production, stakeholder engagement, science communication, and the institutional conditions that should be developed to foster a more productive and dynamic relationship between science, policy and practice. At the same time the transdisciplinary scientist will act as a conduit for knowledge exchange (i.e. knowledge broker) among the broader research team and a range of diverse external stakeholders spanning policy, industry, non-governmental organisations, and others.

The research team more broadly undertakes research into ecosystem-based management of the coastal and offshore waters of Australia in relation to activities such as fishing, energy, mining, tourism, environmental conservation, and urban and rural development. The approach is based on a scientific understanding of the functioning and dynamics of ecological systems and the interactions of multiple human activities within them. As such, the successful applicant will have an understanding of the principles of marine ecosystem management, including concepts such as vulnerability, risk and cumulative impact assessment. While an understanding of modelling techniques is advantageous, it is not a pre-requisite for the position. Rather, preference will be given to applicants with a strong background in stakeholder engagement and knowledge exchange processes. You will travel, teach/supervise students and be responsible for the development and leadership of projects developing expertise and skill in interfacing across disciplines and from science to potential users in industry, regulatory institutions and other stakeholder institutions.

## Duties and Key Result Areas:

* Undertake research in relation to the science-policy-practice interface, for example, in relation to knowledge co-production, and the ways in which research agencies can build institutional capacity to improve their stakeholder engagement efforts.
* Provide transdisciplinary research and knowledge brokering support to the development, application and uptake of risk assessment and ecosystem models.
* Analyse and collate data on the implementation and barriers to uptake of the tools so as to improve the use of the tools and understanding of marine connectivity, risks and opportunities
* Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* 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.
* Undertake in experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established in accordance with research design, or as required.
* 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.
* 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 and or equivalent postgraduate research experience in a relevant discipline area, such as knowledge exchange, stakeholder engagement and transdisciplinary research around the science–policy-practice interface (particularly in the domain of resource governance)
2. Strong written and oral communication skills including the ability to interact with a broad range of audience types (form lay people, to regulators, policy makers and scientific audiences), publish research results, prepare reports and present the results of scientific investigations at national and international conferences and stakeholder meetings.
3. **A solid record of publication in quality, peer reviewed journals.**
4. **Demonstrated ability to engage effectively with diverse stakeholder groups on complex scientific concepts to help them understand and integrate new scientific knowledge into their decision-making processes.**
5. **Research experience in how to effectively engage diverse stakeholders in scientific research (e.g. via the implementation of co-production processes) to maximise uptake or to understand why past failures occurred.**

## Desirable Criteria:

1. An appreciation of the principles of resilience and ecosystem-based management and knowledge of Australia’s marine and estuarine ecosystems

## Special Requirements:

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 [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)

[Marine Resources and Industries](https://www.csiro.au/en/Research/OandA/Areas/Marine-resources-and-industries) provides scientific knowledge and tools to support sustainable development of Australia’s marine resources, including mitigation of environmental impacts and conservation of marine biodiversity. The science deals with interactions across all sectors, in particular the interactions between the oil and gas, seabed infrastructure, fisheries and conservation sector.