# Position Description

## Research Scientist/Engineer – CSOF5

The following information is for applicants

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| Advertised Job Title**:** | Research Projects Officer: International Fisheries |
| Job Reference: | 61276 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | * All Candidates |
| Percentage of Client Focus - Internal: | 0% |
| Percentage of Client Focus - External: | 100% |
| Reports to the: | Team Leader: Pelagic Predator Spatial Dynamics |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Campbell Davies:  Phone: (03) 62325044  Email: [Campbell.Davies@csiro.au](mailto:Campbell.Davies@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 Campbell Davies.   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.

CSIRO Oceans and Atmosphere, through the Marine Resources and Industry Research Program, is recognized internationally for its strategic and applied fisheries science and management advisory roles. The program has strong collaborative relationships and research activities with Indonesia and relevant regional fisheries management organisations.

This role involves working closely with project leaders within the International Fisheries research portfolio to deliver research projects, advisory services and capacity building in fisheries science and management for internationally managed fisheries, with a particular focus on Indonesia. This Research Projects Officer: International Fisheries role includes being the primary point of contact for day-to-day communication and coordination of collaborations and project implementation in Indonesia. As such, in addition to a sound background in fisheries science, the position requires a deep understanding of Indonesian systems, cultural sensitivities and processes for working in the country and, ideally, Bahasa Indonesian language skills.

## Duties and Key Result Areas:

* Working closely with project leaders in the International Fisheries research portfolio to develop and deliver collaborative research projects and capacity building activities with Indonesia, including:
  + Having a significant role in the scoping of new project opportunities and development of project proposals, from concept to final submission focused on fisheries science and fisheries management capability and capacity development;
  + Leading and participating in project planning and delivery, including leading remote field work, obtaining the necessary permits for operating in and exchanging research samples with Indonesia, collecting, managing, analysing and curating data and samples;
  + Acting as the primary point of contact for day-to-day communication and coordination of collaborations and project implementation in Indonesia;
  + Contributing to maintaining and expanding fisheries science networks in Indonesia and with regional fisheries management organisations, related scientific bodies and international non-government organisations;
  + Leading and contributing to the training of Indonesian scientists, initially in the areas of establishing the age and growth and stock structure of pelagic fish and in establishing reporting and management systems for fishery catches and fleet behaviour and as projects are developed more broadly in areas of fisheries science and management.
* Have a significant role in fisheries science projects more broadly in the international fisheries portfolio and in particular lead components of projects focused on initially establishing the age and growth and stock structure of pelagic species and as projects are developed more broadly in areas of fisheries science and management.
* Have a significant role in communicating research or technological results in internal and external forums and, where applicable, lead and contribute to scientific papers.
* 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. Bachelor’s degree or relevant work experience in fisheries science;
2. Demonstrated significant experience in leading projects or components of projects focused on fisheries science topics in support of fisheries management, preferably in establishing life history parameters and/or the stock structure and connectivity of harvested populations and/or fishery catch reporting systems and fisheries management frameworks;
3. Demonstrated ability to operate effectively, safely and with appropriate cultural sensitivity on overseas travel missions and field work, including diplomatically managing administrative systems and approval processes, demanding logistics and potential in-country risks with high level of responsibility and independence;
4. Demonstrated ability to work in a multi-disciplinary team environment and cooperate with others to achieve objectives using shared resources;
5. Demonstrated ability to collaborate with other teams including international project partners industry colleagues and funding agencies;
6. High-level written and oral communication skills with the ability to represent the research team effectively internally and externally, including at national and international conferences;

## Desirable Criteria:

1. Beginner level of fluency in Bahasa Indonesia, or proven aptitude for acquiring foreign language skills and a willingness to learn Bahasa;
2. A sound understanding of/experience with fisheries management and regional fisheries management organisations;
3. Demonstrated experience in leading remote area field work;
4. Experience in the use of complex databases and statistical analysis of biological and fisheries datasets.

## Special Requirements:

To be eligible for this position you must have the ability and willingness to travel overseas for a minimum of one week at a time, multiple times per year (the amount and duration of travel will depend on number of projects and associated travel demands)

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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Find out more about CSIRO [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)