# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Climate Adaptation and Extremes Scientist |
| Job Reference | 66614 |
| Tenure | Specified Term of 36 months  Full-time |
| Salary Range | AU$113,338 to AU$132,811 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Hobart TAS preferred. St Lucia, Brisbane QLD or Canberra ACT may be considered. |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader – Climate Adaptation and Thresholds |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Lilly Lim-Camacho via email at [Lilly.Lim-Camacho@csiro.au](mailto:Lilly.Lim-Camacho@csiro.au) or phone +61 7 3327 4730 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### 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 contribute to Australia’s grand challenges. You may be involved in leading research projects or undertaking work that not only contributes to scientific or technical knowledge but has impact on the ground.

The role will contribute to leadership in science and delivery systems around agroclimatic information that foster adaptation across the farming and agribusiness community, with a strategic focus on adaptation under extremes and thresholds of a +3-degree world. Expertise in climate science and decision-making will allow the successful candidate to provide underpinning evidence and input into solutions for transitioning agriculture and food systems under a changing climate.

The role will draw on domain, systems and climate modelling from elsewhere in the organisation and National Innovation System and work with stakeholders to develop contextually appropriate solutions. It is expected that the learning from these engagements will contribute to platform technologies allowing on-going, scalable service provision. It will also create a deep body of learning which can be summarised for principles to guide policy and institutional setting that will support transitioning of agricultural systems through thresholds of environmental change.

### The position sits in the Weather and Climate Decisions team of CSIRO Agriculture and Food’s Sustainability Program. The successful candidate will work in a boundary spanning role, linking with CSIRO’s Climate Science Centre and Climate Smart Agriculture Group.

### Duties and Key Result Areas:

* Incorporate novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for existing and future research.
* Develop relationships with Australian agricultural and agribusiness stakeholders that generate understanding of climate change challenges and leads to CSIRO business (and revenue) as bi-lateral or through multi-lateral partnerships.
* Engage with multiple levels of Government to contribute to policy in the area of agriculture and climate change.
* Contribute to national and international agendas as an established or emerging leader in climate adaptation, advising industry, communities and governments.
* Develop technologies that are adopted or used in consultation with industry to mitigate climate change risk, transition through thresholds of change, and take advantage of opportunities in the face of climate change challenges.
* Publish results and patent and commercialise applications.
* Provide leadership to colleagues and students and generate and coordinate resources to develop science impact in the area of climate adaptation in thresholds of extremes.
* Use networks and acumen to build capacity (virtual, distributed or in-house) to execute the climate change and decision-making agenda.
* Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Produce high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* Work effectively as an integral member or leader of a multi-disciplinary, often regionally dispersed research team, to undertake independent scientific investigations and carry out delegate associated tasks under broad guidance from more senior Research Scientists/Engineers.
* Work collaboratively and honestly with internal and external colleagues, clients and partners to develop and progress challenging but realistic research plans for a range of research projects.
* Lead research projects including the negotiation of resource requirements.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as required.

## **Required Competencies:**

* **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.
* **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.
* **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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.
* **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.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

## **Selection Criteria**

#### Essential

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

1. A doctorate or equivalent research experience in a relevant discipline area, such as climate science, agriculture, management sciences, environmental science or similar.
2. Experience in one or more of climate adaptation, decision sciences, climate change, food systems vulnerability and climate risk management.
3. Training or demonstrated knowledge of agricultural systems science.
4. Demonstrated capability to use and translate climate information, climate forecasts or analyses into an agricultural context to de-risk decision making.
5. Understanding of the drivers, trends, opportunities and constraints on agriculture and agribusiness particularly in relation to climate risk and change.
6. Evidence of an ability to identify new opportunities in adaptation science and deliver outcomes for stakeholders for a range of stakeholders.
7. The ability to work effectively as a member or leader of a multi-disciplinary, regionally dispersed research team, and carry out independent individual research, to achieve organisational goals.
8. A significant record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations.

## **Desirable:**

1. Experience in leading multi-stakeholder projects.
2. Experience in working in agribusiness or equivalent.
3. Experience in developing digital solutions for agriculture.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they 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 solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)