# Position Details

## Research Scientist/Engineer- CSOF6

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Agribusiness Sustainability Scientist |
| Job Reference | 66616 |
| Tenure | Specified Term of 36 months  Full-time |
| Salary Range | AU$113,338 to AU$132,811 pa + up to 15.4% superannuation |
| Location(s) | St Lucia, Brisbane QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader – Sustainability Assessment and Metrics |
| 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 the Agribusiness Sustainability Scientist will be at the forefront of impact-led science, developing approaches, frameworks and solutions to help agribusinesses in their contributions to sustainable development. The role will span the value chain, take an innovation systems approach to technology and knowledge translation, and require multidisciplinary know-how to capture private sector progress towards the Sustainable Development Goals. Expertise in agribusiness management, climate risk assessments, sustainability, and triple-bottom line accounting will provide the tools to develop a suite of evidence-backed metrics for businesses to benchmark and track their progress on.

Drawing on CSIRO’s domain experts, systems scientists and impact practitioners, this role will be a critical link in a team of boundary-spanning scientists who bridge the gap between community, business, government and science to deliver impact on the ground. The role will require deep engagement and partnerships with the private sector, to inform the development of innovation platforms for ongoing, scalable solutions in Australia and internationally. It is expected that deep B2B relationships will be built.

CSIRO Research Scientists conduct innovative research leading to scientific achievements that are aligned with CSIRO's strategies. The Agribusiness Sustainability Scientist will be engaged in a wide range of scientific activity, including the investigation of specific industry or economic challenges. They 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.

### Duties and Key Result Areas:

* Develop novel, science-based solutions and approaches in consultation with industry that are adopted or used to drive the Sustainable Development Goals while enhancing social licence in the face of environmental impact and resource challenges.
* Develop CSIRO business (and revenue) via bi-lateral or multi-lateral partnerships by developing relationships with Australian and international agribusinesses to develop understanding of sustainability challenges.
* Contribute to policy development in the area of agriculture and sustainable development by engaging with multiple levels of government in Australia and internationally.
* Guide agribusiness on pathways and approaches to sustainable development performance benchmarking and best management practice through relationships with industry, NGOs and government forums.
* Contribute to national and international agenda and advise industry, communities and governments as a key influencer in the area of agribusiness sustainability.
* Provide leadership to colleagues and students to develop science impact in the area of agribusiness sustainability metrics.
* Develop and utilise networks to build capacity (virtual, distributed or in-house) to prosecute the sustainability and agribusiness agenda.
* Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work effectively as a member or leader of a multi-disciplinary, often international and regionally dispersed research team, to undertake independent scientific investigations and carry out/delegate associated tasks under broad guidance from other Research Scientists.
* 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.
* Produce high quality scientific papers suitable for publication in quality journals and for presentation at national and international forums.
* Patent and commercialise applications.
* 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 industry or research experience in a relevant discipline area, such as agriculture, management sciences, economics, environmental science or similar.
2. Expertise and credentials in one or more of value chain analysis, business risk analysis, life cycle assessments, corporate social responsibility reporting and vulnerability assessment at the business, enterprise and/or sector scale.
3. Understanding of the drivers, trends, opportunities and constraints on agriculture and agribusiness particularly in relation to climate change, environmental impact and social licence.
4. Evidence of an ability to work with customers to identify risks and problems and co-create solutions.
5. **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.**
6. 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. Cultural capability, particularly in Asia.

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)