# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist – Aquaculture Biologist |
| Job Reference | 68430 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$98,735 to AU$106,848 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Bribie Island QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens and Permanent Residents * New Zealand Citizens who usually reside in Australia * Australian temporary residents who are currently residing in Australia (visa sponsorship may be provided to eligible candidates). |
| Position reports to the | Team Leader – Aquaculture Production Systems Team |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Mr Stuart Arnold via email at [stuart.arnold@csiro.au](mailto:stuart.arnold@csiro.au) or  Dr Cedric Simon via email at [cedric.simon@csiro.au](mailto:cedric.simon@csiro.au).  Please do not email your application directly. Applications received via this method will not be considered. |
| 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 create new concepts.

CSIRO Agriculture and Food through its Livestock and Aquaculture Research Program aims to transform the value, supply, quality, diversity and sustainability of animal derived protein and products. The Livestock and Aquaculture Program is made up of four Groups: Breeding and Genomics, Animal Health and Resilience, Sustainability and Welfare, and Nutrition and Production Systems. This role sits within the Nutrition and Production System Group and its research focuses on animal nutrition and the optimisation of their production environment. The Group undertakes research to develop more efficient and sustainable diets and feeding systems. They optimize productivity through development of protocols, novel products and new systems. They also use sensors and data analytics to establish optimum system performance monitoring and management. The Research Program has staff working across sites in Hobart, Armidale, Brisbane and Bribie Island, and Townsville.

This role will apply specialist knowledge in aquaculture production systems for both prawn and finfish species in key areas such as zero/minimal water exchange, integrated aquaculture, biofloc systems, nursery systems and aquaponics. The Aquaculture Biologist will contribute to and initiate and lead client focussed research activities which aim to develop a more profitable and sustainable aquaculture industry for Australia. This will be done within national and international settings and will integrate with complimentary work in breeding programs, aquatic animal health, aquaculture nutrition, environmental management and socio-economics.

The Aquaculture Biologist will initially work on existing projects, but in future will be required to develop and lead new projects within the Program. This will be achieved by supporting and developing staff through coaching and mentoring.

### Duties and Key Result Areas:

* Contribute to complex projects, providing scientific input to multidisciplinary teams across multiple sites.
* Develop and lead research experiments in prawn and finfish aquaculture with strong focus on integrated aquaculture and zero/minimal water exchange.
* Undertake experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established and executed 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.
* Maintain a reputation for excellent research contribution across the science community via the production of various media, including high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* 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.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **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:** 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.
* **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.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **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.
* **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**

#### Essential

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

1. A PhD in aquaculture or relevant areas.
2. Demonstrated research experience in aquaculture production systems, with a focus on: zero/minimal water exchange, integrated aquaculture, biofloc systems, nursery systems and aquaponics.
3. A record of scientific publications in quality, peer reviewed journals and/or industry research reports.
4. Proven ability to develop research plans and manage experimentsas appropriate to tank and pond-based research.
5. Proven experience with experimental design and management of data sets and statistical analytics.
6. Ability and willingness to travel interstate and overseas for field work, collaboration and meetings with clients.
7. Driving license or ability to obtain one.

## **Desirable:**

1. Experience with prawn and fish disease diagnostic processes and interpretation.
2. Knowledge of water quality processes and microbial population dynamics in aquaculture systems.
3. Familiarity with aquaculture breeding programs, nutrition and health, environmental management and farming system economics.
4. Ability to train other staff, and an interest to develop into leadership roles within the program.

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:**

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