# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Senior Research Scientist - Sensory Science |
| Job Reference | 68721 |
| Tenure | Indefinite (Full-time) |
| Salary Range | AU$113,338 to AU$132,811 pa + up to 15.4% superannuation |
| Location(s) | Werribee, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader Sensory and Consumer Science |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | * Contact Dr Astrid Poelman via email at: astrid.poelman@csiro.au or phone: +61 2 9490 8356 |
| 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

CSIRO is seeking to appoint a Senior Research Scientist with expertise in Sensory and Consumer Science. The position is within the **Sensory and Consumer Science Team**, which has capability and facilities to research flavour and texture perception, consumer food acceptance and food choice. The team is currently based in Sydney and capabilities will be relocated to Werribee in September 2021. The position of Senior Sensory Scientist will be based in Werribee and will include contributing to the design of the newly updated sensory laboratory facilities.

The team is part the **Food Quality and Safety** Group of the **Food Program** which delivers science that underpins the development and delivery of healthy, safe and sustainable foods, food ingredients and beverages for Australia’s food industry and global consumers.

The work of the Food Program is focused on three impact areas:

* **Healthy Foods and Ingredients:** premium high-palatable foods and beverages for health; healthy and functional ingredients; and consumers eating foods for healthier diets
* **Sustainable Food Manufacturing:** circular bio-economy; sustainable processing technologies; and food security and food systems
* **Trusted and Quality Foods:** trusted value chains – market access, safety, provenance and traceability; and meeting consumer expectations – taste, convenience and quality.

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’s mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. The research effort is, therefore, mission-directed and impact-focussed and it is essential that the Sensory and Consumer Scientist has, or can readily develop, strong links with industry partners and relevant other stakeholders.

### Duties and Key Result Areas:

* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved suite of client and strategic projects aligned to the impact areas of the Food Program.
* Anticipate industry and/or community needs and market direction through client liaison/networking and identify and adapt quickly to changes.
* Communicate research results to clients and the scientific community through oral and written reports, including publications in high impact peer reviewed scientific journals.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agree timeframes and budget.
* Act as a trusted advisor, utilising knowledge of client’s business and understanding of their underlying needs.
* Conduct research in accordance with national and international ethical guidelines, including preparation of human research ethics applications.
* Undertake research demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
* Communicate openly, effectively and respectfully with all staff, clients and collaborators 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 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:** 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 in sensory science or a related field with evidence of relevant postdoc experience.
2. Significant experience in designing, conducting, analysing and reporting sensory and consumer science research with relevance to food using a range of different methodologies.
3. Strong track record of scientific dissemination in high-impact journals and scientific conferences, as well as to clients through presentations and reports.
4. Strong evidence of client liaison with demonstrated ability to attract external funding from the food industry.
5. Demonstrated ability to lead and conduct research with human participants adhering to ethical and food safety guidelines.
6. Outstanding interpersonal skills and experience in establishing and maintaining strong relationships with internal and external stakeholders.
7. Emerging national and/or international reputation.

## **Desirable:**

1. Demonstrated ability to lead and/or work in multi-disciplinary projects.
2. A strong network in the food industry and academia.
3. Understanding of regulations required for an approved sensory laboratory.

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.

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)