# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist - Soil Contaminant Chemist |
| Job Reference | 66002 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$136,437to AU$150,956 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Waite Campus, Adelaide |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Principal Research Scientist |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 1-2 |
| Enquire about this job | Jason Kirby via email at [jason.kirby@csiro.au](mailto:jason.kirby@csiro.au)  *Please do not email your application directly to Jason Kirby. 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 Commonwealth Scientific and Industrial Research Agency (CSIRO) is Australia premier research agency. Our purpose is to solve the greatest challenges facing Australia and globally through innovative science and technology. A major challenge facing Australia is how to help create and support future industries and jobs by collaborating to boost innovation performance and balancing growth and sustainability.

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 Land and Water is delivering the knowledge and innovation needed to underpin the sustainable management of our land, water, and ecosystem biodiversity assets. Through an integrated systems research approach, we provide the information and technologies required by government, industry and the Australian and international communities to protect, restore, and manage natural and built environments.

The Research Scientist will join CSIRO’s Land and Water Business Unit in the **Industry Environments Program**. The Industry Environments Program delivers environmental management and biotechnology solutions to ensure industry sustainability, clean productive futures, reduced environmental legacy, effective mitigation strategies and protection of human health and the environment.

The Research Scientist will join the **Environmental Assessment and Technologies Group** with national and international recognised scientists, with a proven track record of industry, government and community outcomes and impact. The Group undertakes research that determines the environmental footprint of industry and new chemicals via multiple lines of evidence to support sustainable developments, environmental protection, social responsibility, and economic growth.

The Soil Contaminant Chemist main research areas will be:

* To deliver on research projects in relation to CSIRO’s Per- and Poly-fluoroalkyl substances (PFAS) initiative – sources, fate and behaviour in terrestrial environments.
* To develop and secure new projects in relation to CSIRO’s Legacy initiative (waste, industrial, gas and mining industries) - baseline assessments, environmental risk assessment, remediation and rehabilitation, decommissioning and closure).
* To identify, initiate and secure new research projects in relation to managing chemicals of potential environmental concern.

### Duties and Key Result Areas:

* Lead and conduct laboratory and field-based research and development of projects related to management and remediation of contaminants of potential concern (especially PFAS) in terrestrial environments and associated legacy activities.
* Identify, develop and secure future project opportunities, and lead contaminant research projects to address national and international needs.
* Act as a trusted advisor, utilising knowledge of client’s business and understanding of their underlying needs.
* 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 as part of a multi-disciplinary often regionally dispersed research team, to carry out tasks in collaboration with other team members (internal and external). This may involve supervision of staff and students.
* Lead and supervise staff to ensure that experiments and studies are established in accordance with the research design and are completed within the agree timeframes and budget, and that staff careers are nurtured and developed.
* Effective communication of research findings to a range of stakeholders including industry, government agencies, and community.
* Contribute to the development and implementation of the Group and Program’s strategic directions and goals; and alignment with CSIRO’s research strategy.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans, Inclusion and Diversity policies and procedures, Zero Harm goals, and Making Safety Personal Goals.
* Undertake appropriate risk assessments of new projects, identify risk mitigation measures and comply with safe operating procedures to work safely with hazardous chemicals without compromising own and others’ safety.
* Other duties as directed.

## **Required Competencies:**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential criteria

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

1. A doctorate in a relevant discipline area, such as soil chemistry, soil contaminant science, environmental chemistry or organic / inorganic chemistry or qualification and research experience which, taken together, are equivalent to this educational standard.
2. Demonstrated experience in initiating, securing, and delivering on research projects to determine the sources, fate and behaviour of contaminants in terrestrial environments.
3. Demonstrated knowledge on the source, fate and behaviour of contaminants (organic and/or inorganic), and management and mitigation of contaminants in terrestrial environments.
4. A record of science innovation and creativity, development of research strategies, plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
5. Highly developed written and oral communication skills; and experience in taking research outcomes to publication.
6. Demonstrated ability to network/collaborate with a range of internal and external stakeholders to achieve science outcomes and impact.
7. The ability to adhere to Health, Safety and Environment procedure and policies, Inclusion and Diversity commitments and Integrity of Science Excellence.

## **Desirable criteria:**

1. Understanding of the sources, fate, and behaviour of contaminants of emerging concerns, including PFAS in terrestrial environments.
2. Experience in undertaking chemical risk assessments in terrestrial environments.
3. Knowledge on the integration of soil process on the fate, behaviour and availability of contaminants in terrestrial environments.
4. Demonstrated experience in strong networks with national and/or international scientific community in the relevant field.

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.

## **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 [Land and Water](https://www.csiro.au/en/Research/LWF)