# Position Details

## Research Scientist/Engineer- CSOF5/CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Biomedical Polymers Research Scientist/ Engineer |
| Job Reference | 68704 |
| Tenure | Specified Term of 12 months  Full-time |
| Salary Range | CSOF5 - AU$98,735 to AU$106,848 pa (pro-rata for part-time) + up to 15.4% superannuation  CSOF6 - AU$113,338 to AU$132,811 pa (pro-rata for part-time) + up to 15.4% superannuation  Appointment will be made at level 5 or 6 depending on skills and experience |
| Location(s) | Clayton, Victoria |
| 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 | Biomedical Polymer Chemistry Team Leader |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Timothy Hughes via email at tim.hughes@csiro.au or phone +61 3 9545 2503 |
| 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.

The successful applicant will work as part of multidisciplinary team. The role will entail working closely with industry from start-ups to multinationals to develop biomaterials and medical devices and solve real world problems. This may involve engaging with prospective clients, preparing research proposals, performing research projects, as well as reviewing and reporting on the research outcomes.

Experimental work is likely to involve the design, synthesis and characterization of novel monomers and polymers, and their fabrication into medical devices as well as assessing their performance.

### Duties and Key Result Areas:

* Liaise with clients to understand their needs and take personal responsibility for client satisfaction.
* Under limited direction, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Address problems promptly and in a constructive manner, selecting the most profitable lines of attack upon a problem, preparing detailed design proposals and experimental protocols.
* Undertake in experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established 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.
* Communicate openly, effectively, ethically and respectfully with all staff, clients and suppliers.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team 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.

**For appointment at the higher salary level (CSOF6), duties will also include:**

* Plan, lead and manage research projects and client interactions towards successful outcomes meeting customer requirements

## **Required Competencies:**

**CSOF5**

* **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.

**CSOF6**

* **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, goals and priorities.

## **Selection Criteria**

#### Essential

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

1. A doctorate in a relevant discipline area, such chemistry (organic and/or polymer), materials science, biomedical engineering or chemical engineering.
2. Demonstrated ability to conduct innovative research in chemistry (organic and/or polymer).
3. Demonstrated experience in general characterisation techniques, such as NMR, FTIR, UV-Vis, GPC, rheology, TGA, DSC, mechanical testing and microscopy techniques including SEM, TEM, and demonstrated ability to learn new instrumentation techniques.
4. A record of science innovation and creativity, plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
5. Proven ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.
6. Demonstrated ability to work independently under minimal supervision while contributing to overall team performance and proven ability to meet performance deadlines during the course of the project.

**Additional Essential Criteria for CSOF6 Appointment:**

1. Extensive experience in chemistry research post doctorate.

## **Desirable:**

1. Demonstrated ability and postgraduate experience in the field of biomaterials, medical devices and/or cell biology.
2. Demonstrated ability and postgraduate experience in the field of 3D printing.
3. Demonstrated experience in regulatory environment.
4. Post doctorial experience in a research environment.

**Additional Desirable Criteria for CSOF6 Appointment:**

1. Demonstrated ability to manage and lead research teams.

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.

Include if relevant:

* 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 [Manufacturing](https://www.csiro.au/en/Research/MF)

**What CSIRO offers you**

This position offers the successful candidate to work with a high-performance team on cutting edge science. The CSIRO Clayton site is adjacent to Monash University, and in close proximity to a number of key national scientific facilities including the Australian Synchrotron, the Melbourne Centre for Nanofabrication, and Australian National Fabrication Facility (ANFF). Moreover, the position is located in Melbourne, Australia, often rated as one of the most liveable cities in the world.