# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Senior Hydroclimate Scientist |
| Job Reference | 71718 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$136,437 to AU$150,956 pa + up to 15.4% superannuation |
| Location(s) | Black Mountain Laboratories, Canberra, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader, Catchment Hydrology Team |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact David Post via email at david.post@csiro.au or phone +61 2 6246 5751 |
| 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 will 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 practical new ideas and approaches that create new concepts.

You will contribute to research into the hydrological impacts of climate change and adaptation in the water resources and related sectors, particularly across the Murray-Darling Basin, a vitally important food bowl located in south-eastern Australia. You will make scientific advancements in multi-disciplinary research, particularly at the interface of climate and water, and be expected to provide leadership in the impacts of climate change on water and the associated flow-on impacts to agriculture, society and the environment.

You will work on a range of externally-funded projects in south-eastern Australia, including the Water and Environment Research Program (WERP) funded by the Murray-Darling Basin Authority, and the Victorian Water and Climate Initiative funded by the Victorian Department of Land and Water Planning.

### Duties and Key Result Areas:

* Represent CSIRO externally, including in public forums, with industry or the research sector and with State and Federal Government.
* Act as a trusted advisor, utilising knowledge of the client’s business and understanding their underlying needs.
* Anticipate industry and/or community needs and market direction through client liaison/networking and identify and adapt quickly to changes.
* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved research program with general direction as to the aims of their activities.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Undertake feasibility studies, 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 suppliers 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.

## **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

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

1. A PhD degree or equivalent research experience in hydrological science or environmental science.
2. More than 15 years of research experience in hydroclimate research, in particular climate change impacts on hydrology and water resources adaptation to a changing climate.
3. Demonstrated experience in application of research directly informing management and planning in the water resources and related sectors.
4. Strong written and oral communication skills including an ability to publish research results, write reports and make scientific presentations to audiences with scientific and non-scientific backgrounds.
5. Demonstrated ability to work in a multi-disciplinary team in order to meet deadlines and responds productively to changing requirements
6. Ability to work independently to define and carry-out specific work goals.

## **Desirable:**

1. Strong publication record.
2. Leadership and/or innovation in research.
3. Experience in delivering to projects funded by government and industry.
4. Experience in securing research funding.
5. Knowledge of key water resources issues in Australia.

## **About CSIRO:**

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Find out more about CSIRO [Land and Water](https://www.csiro.au/en/Research/LWF)