# Research Scientist/Engineer – CSOF5

Role summary for potential applicants

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| Advertised Job Title**:** | Research Scientist/Engineer |
| Reference Number**:** | 57580 |
| Classification**:** | CSOF5 |
| Salary Range: | AU $97K to AU $105K plus up to 15.4% superannuation |
| Location**:** | St Lucia, Queensland |
| Tenure: | Indefinite OR  Specified Term of 3 years and 0 months |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Functional Area**:** | Research Scientist / Engineer |
| % Client Focus - Internal: | 25% |
| % Client Focus - External: | 75% |
| Reports to the: | Team Leader – Sugarcane Improvement |
| Number of Direct Reports: | 0 |

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| **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.  A highly motivated scientist is required to work with the CSIRO Sugarcane Improvement Team on a project funded by Sugar Research Australia (SRA). The project will conduct research to develop methods for assessment of root health and to deliver diagnostic tools for field applications. The work will be conducted in partnership with the SRA Soil Health program and will include contributions to industry field days, training and adoption support programs. |

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| **Duties and Key Result Areas:** |
| * Incorporate novel approaches to scientific investigations by adapting and/or developing original concepts and ideas for new, existing and further research. * Design and execute original experiments in both the field and laboratory to:   + Develop new methodology for assessing sugarcane root systems in the field, including geostatistical analysis to optimise field sampling design.   + Define the impact of agronomic practices and soil-borne pathogens on root health metrics. * Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation. * Produce high quality scientific and/or engineering papers suitable for publication in quality journals and for presentation at national and international conferences. * Work effectively as part of a multi-disciplinary, often regionally dispersed research team, to undertake independent scientific investigations and carry out associated tasks under the guidance of more senior Research Scientists/Engineers. * Under the guidance of Senior Research Scientists/ Engineers, work collaboratively and honestly with internal and external colleagues, clients and partners to help define and satisfy objectives for small to medium research projects. * Assist in leading small research projects, including the negotiation of resource requirements. * Provide coaching and on-the-job training to technical staff and students to ensure experiments are established in accordance with research design. * Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals. * Other duties as directed. |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed*  ***Pre-Requisites:***   1. **Education/Qualifications:** A doctorate or equivalent research experience in a relevant discipline area, such as *plant physiology.* 2. **Communication:** Strong written and oral communication skills including the ability to publish research results, prepare reports and present the results of scientific investigations at national and international conferences and stakeholder meetings. 3. **Publications: A solid record of publication in quality, peer reviewed journals.** 4. **Behaviours: A history of professional and respectful behaviours and attitudes in a collaborative environment.** 5. **Travel: Able to travel regularly in order to oversee field experiments and meet industry partners/clients.** 6. **Driver’s Licence: Hold a valid driver’s licence.**   ***Essential Criteria:***   1. Demonstrated knowledge of soil and root health as it relates to the sugar industry. 2. Demonstrated experience conducting glasshouse and field experiments in tropical environments. 3. Experience engaging with industry partners to maximise adoption and expand into new customer opportunities. 4. Ability to develop leadership skills having some experience with resource management to answer scientific questions. 5. **The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out independent individual research, to achieve organisational goals.** 6. A record of science innovation and creativity plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.   **Desirable Criteria:**   1. *Familiarity with statistical methods and crop modelling tools.*   **As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:   * Excellent science * Inclusion, trust & respect * Health, safety & environment * Delivery on commitments.   **In your application and at interview you will need to demonstrate alignment with these behaviours.**  ***Special requirements:***  This role will involve field work in a tropical environment. The successful candidate will be required to satisfy a medical assessment.  Appointment to this role may be subject to conditions including security/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents may be required to undergo additional security clearance processes; which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- <http://www.ielts.org/default.aspx> |

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| **Other Information:** |
| **How to Apply**  Please apply for this position online at <https://jobs.csiro.au/> and enter requisition number **57580**. Internal applicants please apply via ‘Jobs Central’ in SAP (click ‘Recruitment’)  Please load your CV (Maximum 2MB). You may also be required to respond to some screening questions.  If you experience difficulties applying online call 1300 984 220 for assistance. Outside Australian business hours please email: [csiro-careers@csiro.au](mailto:csiro-careers@csiro.au).  **Referees**: Please provide contact details of two previous supervisor or academic/professional referees in your resume/CV. We will ask your permission before making contact.  **Contact:** If after reading the position details above you require more information please contact:  **Dr Anne Rae**via email: Anne.Rae@csiro.au or phone: **+61 7 3214 2379**  Please do not email your application directly to Dr Rae. Applications received via this method may not be considered by the selection panel.  **About CSIRO**  Australia is founding its future on science and innovation. Its national science agency, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) is a powerhouse of ideas, technologies and skills for building prosperity, growth, health and sustainability. It serves governments, industries, business and communities across the nation.  Find out more! [www.csiro.au](http://www.csiro.au).  We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you.  Find out more! [CSIRO Balance](https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance)  **CSIRO Agriculture and Food** carries out research and development for new agricultural technologies, value added foods, crop and livestock improvement, aquaculture, farming systems, sustainability and advancement of international agriculture. |