# Position Description

## Research Scientist - CSOF5

The following information is for applicants

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| Advertised Job Title**:** | Research Scientist – Finfish Aquaculture Biologist |
| Job Reference: | 61432 |
| Location | Hobart, TAS |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Classification**:** | CSOF5 |
| Salary Range: | AU $97,27697,276 to AU $105,269 plus up to 15.4% superannuation |
| Applications Are Open To: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Percentage of Client Focus - Internal: | 30% |
| Percentage of Client Focus - External: | 70% |
| Reports to the: | Team Leader – Aquaculture Production Systems Team |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Informal enquiries regarding the role to be directed to Mr Stuart Arnold, [stuart.arnold@csiro.au](mailto:stuart.arnold@csiro.au) or Dr Tung Hoang, [tung.hoang@csiro.au](mailto:tung.hoang@csiro.au). Please do not email your application directly. Applications received via this method will not be considered. |
| Contact Details For Applying | Call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.online@csiro.au). |
| How to Apply: | Please apply online with both your CV and cover letter at [jobs.csiro.au](https://jobs.csiro.au/) and enter the requisition number**.** Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon |

## 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, assist with securing project funds, provide scientific leadership, and pursue new ideas and approaches that create new concepts. You may be involved in leading research experiments or undertaking work that has impact on the development of scientific or technical knowledge.

CSIRO Agriculture and Food through its Aquaculture Program aims to boost the value, competitiveness and sustainability of Australia’s approximately AUD$1 billion aquaculture industry. We work directly with industry in Australia and overseas, focussing on farmed finfish, crustaceans and molluscs. The Program has staff working across sites in Hobart, Brisbane and Bribie Island, where our aquaculture research facility is located, and three research groups; Applied Breeding, Nutrition and Health and Production. A core focus of CSIRO’s aquaculture production system research is profitable land based aquaculture. This role will apply specialist knowledge in finfish propagation, hatchery operations and nursery and growout systems to contribute to and, in time, initiate and lead client focussed research activities which aim to develop a more sustainable finfish aquaculture industry for Australia. This will be done within national and international settings and will integrate with complimentary work in breeding programs, aquatic animal health, aquaculture nutrition, environmental management and socio-economics.

The Finfish Biologist will initially work on existing projects, but in future will be required to develop and lead new projects within the Aquaculture Program. This will be achieved by supporting and developing staff through coaching and mentoring.

## Duties and Key Result Areas:

* Contribute to complex projects, providing scientific input to multidisciplinary teams across multiple sites to develop new finfish aquaculture industry.
* Develop and lead research experiments in finfish aquaculture with strong focus on hatchery technologies and production.
* Undertake experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established and executed 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.
* Maintain a reputation for excellent research contribution across the science community via the production of various media, including high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* 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.
* Contribute to the effective functioning of the wider research program to facilitate the delivery of CSIRO’s organisational objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Work effectively across cultural settings, particularly in countries throughout Asia, and be aware and considerate of different cultural norms.
* Other duties as directed.

## Competencies:

1. **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.**
2. **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.**
3. **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.**
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **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.**
6. **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.

## Selection Criteria:

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

1. A PhD in aquaculture or relevant areas.
2. Demonstrated research/commercial experience in finfish propagation: for example hatchery design and management, broodstock maturation, spawning, larval rearing, start feeding, live feed production, weaning and fingerling production.
3. **Proven ability to develop research plans and manage experiments** as appropriate to tank and pond-based research.
4. Proven experience with experimental design and management of data sets and statistical analytics.
5. A record of scientific publications in quality, peer reviewed journals and/or industry research reports.
6. **Ability and willingness to travel interstate and overseas for field work, collaboration and meetings with clients.**
7. **Driving license or ability to obtain one.**

## Desirable Criteria:

In addition to the selection criteria mentioned above, candidates that meet one or more of these desirable criteria will be favourably considered.

1. Familiarity with aquaculture breeding programs, finfish nutrition and health, environmental management and farming system economics.
2. Experience with fish disease diagnostic processed and interpretation.
3. Knowledge of aquaculture production systems and water quality processes.
4. Ability to train other staff, and an interest to develop into leadership roles within the program.

## Special Requirements:

Appointment to this role may be subject to conditions including security/national police/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents 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:

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Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)