# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Principal Research Scientist: International Fisheries and Conservation |
| Job Reference | 64177 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$136,437 to AU$150,956 pa + up to 15.4% superannuation |
| Location(s) | Hobart, TAS |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Team Leader: Predator Populations |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Campbell Davies via email at campbell.davies@csiro.au or phone +61 3 62 325044 |
| 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.

CSIRO Oceans and Atmosphere, through the Marine Resources and Industry Research Program, is recognized internationally for its strategic and applied fisheries science and management advisory roles.

Marine Resources and Industry (MRI) is seeking to employ a Principal Research Scientist with extensive international fisheries and conservation management experience, including representational roles at international fisheries management organisations.

The successful candidate will work within the International Fisheries portfolio, drawing on expertise from within MRI, to develop and expand CSIRO’s research on the monitoring, management and provision of scientific advice on commercial pelagic fisheries and threatened, endangered, and protected (TEP) species. The initial focus will be on science to inform management and conservation of highly migratory tunas and sharks.

The position will require a person with strong quantitative skills (in statistics, population dynamics or related areas), high level research leadership experience, and a demonstrated ability to engage with government and non-government organisations to provide rigorous scientific advice for policy development and management. The applicant will have demonstrated experience of working effectively in complex and dynamic multi-stakeholder environments, such as regional fisheries management organisations, and engagement with conservation NGO and industry bodies. The successful candidate will be expected to extend existing international partnerships/collaborations and develop new ones and have a demonstrated ability to secure and manage external funding for a suite of projects and clients.

As part of a highly innovative research team, the successful applicant will have strong collaboration skills and an excellent publication record, in a relevant field, demonstrating the development and application of novel approaches to address critical research, management and policy challenges in marine resource management.

### Duties and Key Result Areas:

* Identify and secure funding for large research projects in the international fisheries management context with a focus on methods to assess pelagic shark and tuna populations.
* Provide high level representation in international fisheries forums and effective engagement with key clients.
* Manage the implementation of research, including the preparation of budgets, proposals, client liaison and reporting for large, multi-year projects.
* Produce high quality spoken and written reports and scientific manuscripts, and effectively tailor scientific communications to a variety of audiences.
* Participate in field work, as appropriate.
* Provide strong and enthusiastic leadership of international fisheries and shark research within MRI.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* 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

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

1. Ph.D. in Fisheries Science, Resource Management/Modelling or related discipline.
2. Demonstrated strong quantitative skills and a strong track record of applying these to fisheries, management and conservation problems
3. Demonstrated high level research leadership experience in managing large multidisciplinary projects and teams of researchers.
4. Demonstrated ability to engage with government to provide rigorous scientific advice for management and policy development.
5. Demonstrated ability to adapt to complex and dynamic multi-stakeholder environments, including regional fisheries management organisations, and engagement with conservation NGO and industry bodies.
6. Demonstrated ability to develop international partnerships/collaborations and have a track record of securing and managing substantial external funding for a suite of projects.
7. Strong collaboration skills at an international and cross-institutional level and with industry and stakeholder groups.
8. An excellent publication record, in a relevant field, demonstrating the development and application of novel approaches to address critical research, management and policy challenges in marine resource management.

## **Desirable:**

1. Demonstrated experience in undertaking remote area field work.
2. Knowledge and experience in scientific issues associated with international tuna fisheries and associated conservation management issues.
3. Expertise in statistical analysis using software including R, Template Model Builder, AD-model builder, stan.

## **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 [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)