# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist in Global Change Ecology (including Team Leader role - Ecosystem Change Ecology) |
| Job Reference | 69167 |
| Tenure | Specified term of 5 years Full-time |
| Salary Range | AU$98k - AU$106k per annum plus up to 15.4% superannuation |
| Location(s) | Floreat (Perth) Western Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens and Permanent Residents currently living in Australia * New Zealand Citizens who usually reside in Australia (and are currently living in Australia) |
| Position reports to the | Group Leader – Weed Management Systems |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 3-4 |
| Enquire about this job | Dr Bruce Webber via email: [Bruce.Webber@csiro.au](mailto:Bruce.Webber@csiro.au) or  phone: +61 8 9333 6802  or  Dr Raghu Sathyamurthyvia email: [Raghu.Sathyamurthy@csiro.au](mailto:Raghu.Sathyamurthy@csiro.au) or phone: +61 7 3833 5762 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  *See detailed instructions at end of document.*  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 position of Research Scientist in Global Change Ecology is required to conduct innovative research using the latest advances in ecology and remote sensing to develop science-based solutions for invasive species management. The role requires skills in biosecurity (as it relates to invasive species management) and community ecology and will be based with the Ecosystem Change Ecology team in Perth, Western Australia.

The research may involve:

1. elucidating ecological impacts of invasive species,
2. identifying interventions for invasive species management,
3. empirical research on ecology and ecophysiology of focal invasive species, and
4. mitigating the impact of global environmental change on invasive species threats.

The position will also provide leadership to the Ecosystem Change Ecology team. This multidisciplinary team generates knowledge on the mechanistic links and synergistic interactions between landscape change, species invasions and their impacts on terrestrial ecosystems. The team works within the Weed Management Systems Group of the Health and Biosecurity Business Unit and collaborates closely with other business units (e.g. Land & Water, Oceans & Atmosphere). This multi-disciplinary, multi-location group undertakes research to help with the management of invasive species and global environmental change in natural and/or agricultural ecosystems in Australia. The team has strong links with the University of Western Australia via collaborative research and student supervision and undertakes research with a network of collaborators and on behalf of clients both in Australia and overseas.

The Research Scientist in Global Change Ecology will lead and deliver against components of existing projects; secure funding; develop and lead new projects; provide scientific leadership and collaborate with scientists across Australia and internationally. The position will be responsible for the successful delivery on key milestones of externally funded projects. The role requires an awareness of evolving strategic objectives of CSIRO and the Health & Biosecurity Business Unit to be maintained, and involvement in the development of new projects in the broad portfolio of biosecurity and invasive species management aligned with these strategies.

### Duties and Key Result Areas:

* Act as a trusted advisor, utilising knowledge of client’s business and understanding their underlying needs.
* Incorporate novel approaches to scientific study by adapting and/or developing original concepts and ideas into existing and future research.
* Devise strategy and assume overall scientific responsibility for research and interpretation of results from laboratory, controlled environment conditions and field locations to deliver on project-related outputs.
* Contribute to fieldwork across a range of ecosystems, including in remote locations in Australia and overseas.
* Interact positively and work collaboratively with internal and external colleagues, partners and customers to build productive relationships and collaborations regionally, nationally and internationally, to enhance impact of the science or create new business opportunities.
* Anticipate industry and/or community needs and market direction through client liaison/networking (including Indigenous stakeholders); identifying changes quickly and adapting as needed.
* 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.
* Provide advice to policy makers and inform and transfer knowledge to relevant stakeholders.
* Translate research outputs into high impact on-ground outcomes.
* Communicate effectively to a high standard and as appropriate to the audience, including clients, the scientific community and non-scientific audiences, through written publications and oral presentations at national and international conferences and meetings.
* Lead, supervise and mentor staff, including technical staff, postdoctoral fellows and students, to deliver research projects within the agreed timeframes and budget.
* 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.
* Undertake or have responsibility for: (1) financial and asset management responsibilities, including financial delegations, (2) access to personal or other sensitive information, whether of CSIRO staff and affiliates, or members of the public, (3) access to commercially sensitive information of CSIRO and/or research or commercial partners.
* Other duties as directed.

## **Required Competencies:**

* **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.

## **Selection Criteria**

#### Essential

1. **Education/Qualifications:** A doctorate and/or equivalent research experience in a relevant discipline area, such as plant or invertebrate ecology or the ecological applications of remote sensing, preferably in the context of invasive species management and/or global environmental change.
2. **Licence:**  A current Australian Class ‘C’ driver’s licence (or equivalent).
3. **Experience:** Postdoctoral research experience or equivalent (ideally ~1-2 years).
4. **Publications:** **A strong record of publication in high quality, peer reviewed journals.**
5. **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.
6. **Behaviours: A history of professional and respectful behaviours and attitudes in a collaborative environment.**

#### Essential

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

1. Demonstrated theoretical, conceptual and practical knowledge in applied ecology relevant to invasive species management, including a strong empirical background in plant or invertebrate ecology, remote sensing and statistical and data analysis skills.
2. Demonstrated ability to lead projects or components of large multi-disciplinary projects focused on delivering science-based solutions for stakeholders.
3. Demonstrated laboratory- and field-based research experience in relation to plant population and/or community ecology in terrestrial ecosystems, and an ability and willingness to conduct fieldwork across a range of ecosystems, including in remote locations in Australia and overseas.
4. A record of science innovation and creativity, including the ability and willingness to incorporate novel ideas and lateral thinking into scientific investigations to develop appropriate solutions to research challenges.
5. Proven ability to lead and work effectively within a multi-disciplinary, multi-location research team, and carry out independent individual research, to achieve project and organizational goals.
6. The ability to develop productive and lasting relationships with a range of collaborators and stakeholders.

## **Desirable:**

1. Research experience in using RPA (drone) platforms for ecological research, and/or risk analyses.
2. Research experience in one or more of the following fields, especially within the context of integrated management of invasive species: invasion biology, weed science, spatial modelling, ecosystem processes, biogeography, and community ecology.
3. A track record/ability in delivering applied outcomes to the environmental and/or agricultural sector.
4. The ability and willingness to supervise students, technical staff and post-doctoral fellows.

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

A pre-employment medical assessment is required to be undertaken by the successful candidate.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology.

Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO Health and Biosecurity](https://www.csiro.au/en/Research/BF) to find out more!

**How to Apply:**

Candidates are asked to view all essential requirements (outlined above). When applying, please upload your CV where indicated, and also upload a covering letter which includes responses to the Essential Criteria listed above. Please also include in your covering letter, some detail around your educational achievements, experience and publication record, which are most relevant to this position.