# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist in Pelagic Fisheries |
| Job Reference | 64986 |
| Tenure | Indefinite  Full-time |
| Salary Range | CSOF5 - AU $98,735 to AU $106,848 pa (pro-rata for part-time) + up to 15.4% superannuation  CSOF6 - AU $113,338 to AU $132,811 + 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, Pelagic Population Dynamics & MSE |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Ann Preece via email at [ann.preece@csiro.au](mailto:ann.preece@csiro.au) or phone +61 3 6232 5336 |
| 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.

This role will contribute to a portfolio of innovative research and provision of scientific advice for management of Australia’s domestic and regionally important international fisheries. It will involve data analysis, development of indicators for fisheries assessment, report writing, communication with stakeholders and government, and requires an understanding of population dynamics modelling, stock assessments, and management strategy evaluation. The role involves provision of formal scientific advice to government and representation in national and international scientific committee meetings. The role will work on projects with staff from several teams of scientists to address Australia’s research priorities, with a focus on the tropical tuna and billfish fisheries in the SW Pacific and eastern Indian ocean.

The position is required to lead components of existing projects; develop and secure funds 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

### Duties and Key Result Areas:

* Complete statistical analyses of fisheries data, including standardized catch-per-unit-effort abundance indices and manage the associated data sets.
* Contribute to population dynamics models and participate in development and testing of harvest strategies using management strategy evaluation.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Participate in national and international scientific committees to provide scientific advice for domestic and regional fisheries management.
* 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.
* Under limited direction, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Manage projects, timeframes and budgets.
* 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.
* 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.

**For appointment at the higher salary level (CSOF6), duties will also include:**

* Engaging in national and international scientific committees and represent CSIRO and Australia in providing scientific advice for domestic and regional fisheries management.
* Providing advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Acting as a trusted advisor, utilising knowledge of client’s business and understanding of their underlying needs.

## **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:** 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:** 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.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **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:**Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

## **Selection Criteria**

#### Essential

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

1. PhD or equivalent experience in environmental science or natural resource management.
2. Demonstrated capability in statistical data analysis, management of large datasets and population dynamics modelling.
3. Programming skills in R, C or similar languages and in writing database queries.
4. Effective communication skills including the ability to prepare reports and present the results of scientific investigations at technical and stakeholder meetings.
5. Experience in working effectively in a team and a history of professional and respectful behaviours and attitudes.

**Additional Essential Criteria for CSOF6 Appointment**

1. Demonstrated experience in research project management and leadership.
2. Demonstrated capability in client engagement

## **Desirable:**

1. Experience in analyses of fisheries data, including construction of standardised abundance indices from catch and effort data.
2. Capability in stock assessments and an understanding of management strategy evaluation.
3. Experience with international fisheries science and management systems and the provision of scientific advice to decision makers and stakeholders.
4. Capability to undertake fieldwork and travel.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

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

If the successful candidate is not an Australian Citizen or Permanent Resident, they 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/

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