



Research Scientist/Engineer – CSOF5

Role summary for potential applicants

Advertised Job Title:	Research Scientist in Invertebrate Pest Management & Biological Control
Reference Number:	44328
Classification:	CSOF5
Salary Range:	AU\$92K – AU\$100K plus up to 15.4% superannuation
Location:	Canberra, ACT
Tenure:	Specified term of 3 years
Relocation assistance:	Will be offered to the successful candidate if required.
Applications are open to:	Australian/New Zealand Citizens and Permanent Residents Only <i>For Specified Term positions, we will accept applications from Temporary Residents with working rights for the length of the term, who do not require sponsorship.</i>
Functional Area:	Research Scientist / Engineer
% Client Focus - Internal:	0%
% Client Focus - External:	100%
Reports to the:	Research Director
Number of Direct Reports:	0

Role Overview:

This position is an exciting opportunity for an early career, highly motivated research scientist with skills in entomology, ecology and ecological genetics to join the Program *Managing Invasive Species and Diseases* of the Health and Biosecurity Business Unit of CSIRO. This multi-disciplinary program undertakes research to reduce the actual and potential (via imports and exports) economic, environmental and social impacts of national priority pests, weeds and diseases of agriculture and the environment.

The role of a Research Scientist in CSIRO is to lead projects that conduct innovative research leading to scientific achievements that are aligned with CSIRO's strategies. You will be leading two existing externally-funded projects – biological control of invasive Mediterranean snails affecting agriculture and introduction of new species of dung beetles to help bury excess livestock dung in agricultural systems. Both projects involve close collaboration with staff based at the CSIRO European Laboratory in Montpellier, France and other scientists in collaborating agencies and Universities. Career development will require broadening your research portfolio by identifying new opportunities and securing new funding for projects that deliver on CSIRO's strategy. You will have the opportunity to build and maintain networks, develop new business, provide scientific leadership and pursue new ideas and approaches that create new concepts and beneficial impacts.

We work flexibly at CSIRO, offering a range of options for how, when and where you work.

Find out more here!: [Balance](#)

Duties and Key Result Areas:

- Devise strategy and assume overall scientific responsibility for research and interpreting results to deliver on project-related outputs.
- Undertake laboratory, controlled environment conditions and field-based research (including experimental design and data analyses) to deliver on project-related outputs.
- Incorporate novel approaches to scientific study by adapting and/or developing original concepts and ideas into existing and future research.
- Under the guidance of senior colleagues, develop new research projects, including negotiation and securing of external funding requirements.
- Interact positively or 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.
- Work effectively and collaboratively with other members of the team and take responsibility for specific tasks to deliver on project-related outputs.
- Provide coaching, mentoring and on-the-job training to post-doctoral fellows, technical staff and students to ensure high quality research results.
- Produce scientific papers suitable for publication in high quality international journals and for presentation at national and international conferences.
- Communicate professionally, effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO's reputation.
- 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.

Selection Criteria:

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

Pre-Requisites:

1. **Education/Qualifications:** A doctorate and/or equivalent research experience in a relevant discipline, such as ecological entomology, pest management, plant-animal interactions, and biological control.
2. **Experience:** Relevant postdoctoral research experience or equivalent.
3. **License:** Current driver's licence.

Essential Criteria:

1. Demonstrated theoretical, conceptual and practical knowledge relevant to ecological invertebrate pest management including biological control, including a strong empirical, statistical and data analysis skills.
2. Demonstrated laboratory and field-based research experience with insects and/or molluscs.

3. Demonstrated ability to lead projects or components of large multi-disciplinary projects and secure external funding for projects focused on delivering science-based solutions for stakeholders.
4. A record of science innovation and creativity, including the ability and willingness to incorporate novel ideas and lateral thinking into scientific investigations to investigate complex issues and ill-defined problems and develop appropriate solutions to research challenges.
5. The ability to work effectively as part of a multi-disciplinary, multi-location research team, and carry out independent individual research, to achieve project goals.

Desirable Criteria:

1. Demonstrated research experience in molecular taxonomy, phylogeny and/or population genetics.
2. Demonstrated research experience in one or more of the following fields, especially within the context of biological control: invasion biology, ecosystem processes and services, biogeography, and community ecology.
3. Demonstrated experience with working in quarantine facilities and obtaining and managing permits to conduct biological research.
4. Demonstrated ability and willingness to supervise students, technical staff and post-doctoral fellows.
5. Experience and ability to work effectively in the field in non-English speaking countries.

To be appointable to this position you must also demonstrate the following capabilities:

- **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.
- **Publications:** A strong record of publication in high quality, peer reviewed journals.
- **Collaboration:** A history of professional and respectful behaviours and attitudes in a collaborative environment along with the ability to develop productive and lasting relationships with a wide range of collaborators and stakeholders.

CSIRO is a values based organisation. You will need to demonstrate behaviours aligned to our values of:

- Integrity of Excellent Science
- Trust & Respect
- Creative Spirit
- Delivering on Commitments
- Health, Safety & Sustainability

Other special requirements:

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>

Other Information:

How to Apply

Please apply for this position online at www.csiro.au/careers. Please upload **one document** only containing your CV, Cover letter and responses to the Selection Criteria outlined in the Position Details Document. Provide enough information relevant to this position to enable the selection panel to determine your suitability.

If you experience difficulties applying online call 1300 301 509 and someone will be able to assist you. Outside business hours please email: csiro-careers@csiro.au.

Referees: If you do not already have the names and contact details of two previous supervisors or academic/ professional referees included in your resume/CV please add these before uploading your CV.

Contact: If after reading the selection documentation you require further information please contact: Dr Andy Sheppard via email: Andy.Sheppard@csiro.au or phone: +61 2 6246 4198

Please do not email your application directly to Dr Sheppard. Applications received via this method will not be considered.

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.

CSIRO Health & Biosecurity helps to protect Australia from biosecurity threats and risks posed by serious exotic and endemic pests and pathogens. We're strengthening Australia's biosecurity system with targeted research to tackle major pest and disease threats; quantifying the risk offshore, enhancing surveillance and detection systems and providing smart, cost effective responses to deal with exotic, emerging and established pests and diseases on shore. Find out more at: <http://www.csiro.au/en/Research/BF/About>