

## **RESEARCHER / SENIOR RESEARCHER (4 POSITIONS)**

### **POSITION DESCRIPTION**

#### **Acknowledgement of Country**

The One Basin CRC acknowledges and pays respect to the Traditional Owners of the Murray-Darling Basin and their Nations. We pay respect to Traditional Owners of the lands and waters upon and around which our organisations are situated. We acknowledge their deep cultural, social, spiritual, environmental and economic connection to their lands and waters. We pay respect to their Elders – past, present and future.

#### **One Basin CRC Overview**

The One Basin CRC is a focussed research collaboration developing policy, technical and financial solutions to support and reduce exposure to climate, water and environmental threats in the Murray-Darling Basin. The CRC includes more than 85 partners across industry, governments, research organisations and not for profits working to achieve a more productive, resilient and sustainable Murray-Darling Basin. The CRC commenced on 1 July 2022 supported by a commonwealth grant of \$50m from the Commonwealth CRC Program and \$106.5m co-investment of our partners over 10 years. The One Basin CRC is an incorporated company under the Corporations Act and is governed by an Independent Board.

The CRC has a strong commitment to work collaboratively with our partners and stakeholders across the basin to achieve real world outcomes and impact. The One Basin CRC is a values-based organisation. Effective engagement and communication are central to our value proposition and are embedded as core values of the organisation.

The CRC has a distributed team working across regions and organisations led by an executive and administrative 'Head Office' staff. The CRC has a commitment to place-based research in the Basin with focus around four Regional Hubs located at Loxton, Mildura, Griffith and Goondiwindi. Three quarters of our staff will be based in the Basin focussed in and around these regional hubs.

The CRC is entering its next phase with a renewed focus on innovation in research impact. As more than 20 research projects progress toward delivery, the next three years offer a unique opportunity not only to generate knowledge but to shape how that knowledge drives change. The CRC is actively developing new approaches to amplify the impact of its research—working with partners to co-create solutions, support decision-making, and foster long-term resilience across the Murray–Darling Basin.

We are targeting significant systemic impacts across our program. This next phase is not just about translating research, but about rethinking and innovating the systems through which research achieves impact. Over the next three years, these positions will be central to this work, undertaking R&D, focused on live problems, to build our understanding and capability to achieve positive impact from the work of the One Basin CRC.

This is likely to include:

- **Collaborative Policy Innovation:** Advancing research-informed policy by creating structured opportunities for co-design and experimentation with policymakers and stakeholders.
- **Regional Scenario Planning:** Using futures thinking to reframe regional challenges and unlock more adaptive, community-driven development pathways.
- **Expanding First Nations-led Research:** Embedding new approaches to research governance that elevate First Nations leadership, knowledge and benefit.
- **ESG and Impact Frameworks:** Pioneering integrated tools to measure and amplify the broader value of research across environmental, social and governance dimensions.

These initiatives reflect the CRC's ambition to lead not just in knowledge generation, but in the innovation of how that knowledge is applied.

### **One Basin CRC Values**

- **VALUE CREATION:** A focus on understanding and delivering value for our partners and their stakeholders
- **INCLUSION:** Inclusion of diverse interests and perspectives in all our work (including First Nations and the environment)
- **PARTICIPATION:** Industry is a lead participant in project design and delivery
- **COMMUNICATION:** A commitment to timely, honest, and respectful communication with our partners
- **LEGACY CREATION:** Creating a legacy of enduring benefits for Australia beyond the life of the One Basin CRC that is resilient to changing climate and other drivers.

### **Diversity, Inclusion and Flexibility**

The One Basin CRC is strongly committed to creating and supporting a diverse and inclusive environment that welcomes and values all people. Applications for flexible working arrangements will be fully considered subject to meeting the inherent requirements of the position.

Please note that one of the four positions is an Identified position and open only to Aboriginal and/or Torres Strait Islander applicants, as permitted under Section 8(1) of the Racial Discrimination Act 1975. The position is part of our commitment to improving First Nations representation and self-determination in our workforce.

### **Occupational Health & Safety**

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct. Employees must abide by the One Basin CRC OH&S Policy at all times.

**Please note: Visa sponsorship is not available for this position.** This role requires current valid work rights for Australia.

Role Overview			
Role Title	Researcher / Senior Researcher (up to 4x positions)		
Reporting To	Research Program Leaders	Term (months)	36
FTE	1.0	Base Salary	Researcher: Academic Level B - \$119,231 - \$141,581 p.a. Senior Researcher: Academic Level C - \$146,050 - \$168,403 p.a.
Probation	6 months	Superannuation	17%
Location	This position is located at any of the One Basin CRC four Regional Hubs which are in: Loxton, Mildura, Griffith or Goondiwindi. These positions will be with a One Basin CRC university partners, funded under contract from the CRC.		

Position Details	
Role Purpose	<p>Be part of a cohort of leading researchers making a significant impact in how water is sustainably managed for economic, environmental and cultural prosperity in the Murray-Darling Basin. Based at one of the CRC's Regional Hubs (Loxton, SA; Mildura, Vic; Griffith, NSW; Goondiwindi, Qld), the Researchers / Senior Researchers closely with the CRC's seven university partners and ~80 industry partners to maximise the impact of our research.</p> <p>The roles work across the CRC's four <a href="#">Research Programs</a> to transform how government, industry and communities in the Murray-Darling Basin use water in the face of climate change. Successful candidates will have a strong interest in working across disciplines and sectors to translate the CRC's research into impact in the areas of Government policy, regional development, technology adoption and First Nations livelihoods. The roles will set the CRC up to have transformational impact in the way water is valued and managed in the Murray-Darling Basin.</p>
Duties and Responsibilities	<ul style="list-style-type: none"> <li>• <b>Lead Innovative and Translational Research:</b> Develop and implement research strategies for translation, uptake or commercialisation of One Basin CRC research outputs.</li> <li>• <b>Engage with Stakeholders:</b> Collaborate with industry partners and One Basin CRC Regional Hubs, conduct workshops, and deliver capacity-building programs to increase adoption of research.</li> <li>• <b>Conduct Advanced Analysis:</b> Perform quantitative and/or qualitative data analysis for innovations in government policy, regional development and foresighting, irrigation water and land management, and/or integrated (Indigenous &amp; Western) knowledge systems.</li> <li>• <b>Disseminate Findings:</b> Prepare manuscripts for peer-reviewed journals, present at conferences, and produce technical reports to share research outcomes.</li> <li>• <b>Be a Team Player:</b> Demonstrate One Basin CRC Values, create and support a diverse and inclusive work environment, and apply One Basin CRC Work Health and Safety Policies and other policies of the One Basin CRC.</li> </ul>

Qualifications and Experience	
Essential Selection Criteria	<ul style="list-style-type: none"> <li>• PhD from the disciplines of economics, public policy, behavioural sciences, technology adoption and innovation, water management and engineering, or business and marketing.</li> <li>• Emerging (Level B) or established (Level C) record of publications in academic peer reviewed and/or grey literature; or an equivalent professional experience and outputs since completing a PhD.</li> <li>• Excellent communication and engagement skills.</li> <li>• Ability to work independently and collaboratively in interdisciplinary research environments.</li> <li>• Demonstrated capacity to work effectively as a member of a team.</li> <li>• Alignment and commitment to the CRCs organisational values.</li> <li>• A driver's licence for one of the Australian states, or an overseas license with eligibility for an Australian license.</li> <li>• Please note that one of the four positions is an Identified position and open only to Aboriginal and/or Torres Strait Islander applicants, as permitted under Section 8(1) of the Racial Discrimination Act 1975. The position is part of our commitment to improving First Nations representation and self-determination in our workforce.</li> </ul>
Desirable Selection Criteria	<ul style="list-style-type: none"> <li>• Proven work experience and networks outside of academia.</li> <li>• Experience in capacity building and stakeholder engagement to drive research impact.</li> <li>• Experience in one or more areas of: <ul style="list-style-type: none"> <li>○ water policy</li> <li>○ Indigenous methodologies, co-design, and ICIP protocols</li> <li>○ futures &amp; scenario analysis</li> <li>○ regional innovation and economic development</li> <li>○ technology commercialisation and adoption.</li> </ul> </li> <li>• Experience in supervising students and research assistants.</li> </ul>