# Postdoctoral Fellowship – CSOF4

Role summary for potential applicants

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| Advertised Job Title**:** | Postdoctoral Fellowship in the genomics of stress tolerance in coral symbionts  |
| Reference Number**:** | 26942 |
| Classification**:** | CSOF4 |
| Salary Range: | AU $78,479 to AU $88,787 plus up to 15.4% superannuation |
| Location**:** | Black Mountain, ACT |
| Tenure: | Specified Term of 3 years |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | [ ]  Australian Citizens Only[ ]  Australian Citizens and Permanent Residents Only* [x]  All Candidates
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| Functional Area**:** | Research Scientist / Engineer - Postdoc |
| % Client Focus - Internal: | 50% |
| % Client Focus - External: | 50% |
| Reports to the: | Team Leader in Environmental Genomics |
| Number of Direct Reports: | 0 |

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| **Role Overview:** |
| **Postdoctoral Fellowships** at CSIRO provide opportunities to scientists and engineers, who have completed their doctorate and have less than three years relevant postdoctoral work experience. These fellowships will help launch their careers, provide experience that will enhance their career prospects, and facilitate the recruitment and development of potential leaders for CSIRO. Applications are invited for a three-year SERO Postdoctoral Fellowship investigating the molecular basis of heat stress tolerance in Symbiodinium microalgae of corals. Coral bleaching is a major problem threatening coral reefs worldwide, including large sections of the Great Barrier Reef. Coral bleaching is caused by a heat stress-induced expulsion of the corals’ algal symbionts, and there is growing evidence that thermal tolerance in the symbionts may contribute to climate resilience in corals. The successful candidate will apply a combined transcriptomic and metabolomic approach to achieve a mechanistic understanding of these heat tolerance traits in Symbiondinium.Postdoctoral Fellows **are appointed for up to three years** and will work closely with a leading Research Scientist or Engineer in their respective field. They carry out innovative, impactful research of strategic importance to CSIRO with the possibility of novel and important scientific outcomes. They present the findings in appropriate publications and at conferences. |

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| **Duties and Key Result Areas:** |
| * Under the direction of senior research scientists, carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Working with CSIRO colleagues and collaborators at University of Melbourne and AIMS, design experiments to investigate the molecular basis for traits in Symbiodinium microalgae that may contribute to heat stress tolerance in corals and carry out the genomic, transcriptomic and metabolomic components of those experiments*.*
* Undertake regular reviews of relevant literature and patents.
* Produce high quality scientific and/or engineering papers suitable for publication in quality journals, for client reports and granting of patents.
* Prepare appropriate conference papers and present those at conferences as agreed with your supervisor.
* Contribute to the development of innovative concepts and ideas for further research.
* Make a contribution to the effective functioning of the research team and help deliver CSIRO’s organisational objectives and plans.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO.
* Communicate 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 Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Undertake an appropriate training and development program developed by CSIRO.
* Other duties as directed.

***CSIRO’s postdoctoral training program***is developed between the Postdoctoral Fellow and a CSIRO scientist. The program will focus on enhancing the Fellows’ capabilities to the level expected of an independent researcher and will include on-the-job and course-based development encompassing:* Discipline-specific techniques and protocols
* Professional growth
* Project management
* Communication and influencing skills
* Working and collaborating with others

<http://www.csiro.au/en/Careers/Student-and-graduate-programs/Postdoctoral-fellowships> |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed****Pre-Requisites:***1. **Education/Qualifications:** A doctorate (or will shortly satisfy the requirements of a PhD) in a relevant discipline area, such as genomics

***Please note:*** *To be eligible for this role you must have* ***no more than 3 years*** *of relevant postdoctoral experience.*1. **Communication: High level written and oral communication skills with the ability to represent the research team effectively internally and externally, including at national and international conferences.**
2. **Publications: A record of publications in quality, peer reviewed journals.**
3. **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.

***Essential Criteria:***1. Demonstrated capability to conduct innovative research in genomics, metabolomics, molecular biology, biochemistry, and/or bioinformatics
2. Demonstrated ability to develop experimental plans and pursue novel research approaches
3. Demonstrated originality, creativity and innovation in solving problems and introducing new directions and approaches
4. Demonstrated ability to meet performance deadlines under minimal supervision, and to work **effectively as part of a multi-disciplinary, regionally dispersed research team to** achieve shared goals through cooperation
5. Evidence of strong written and oral communication skills, including publications in international scientific journals

 **Desirable Criteria:**1. Experience in marine biology, in particular working with corals in natural or controlled environments.

**CSIRO Values:**As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to Excellent science, Inclusion, trust & respect, Health, safety & environment and Deliver on commitments.  In your application and at interview you will need to demonstrate alignment with these behaviours.**Eligibility:**To be appointed as a Postdoctoral Fellow within CSIRO, candidates are required to have **submitted** their PhD at the time of commencement, as a minimum requirement, if PhD conferment has not been obtained. If a candidate has submitted, but their PhD has not yet been formally attained, the starting salary will be CSOF4-1 *$*78,479.Upon CSIRO receiving written confirmation that the PhD has been awarded (within a six month period from commencement date), the salary will be increased to the negotiated level and the difference will be back-paid to the Officer’s start date.***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*](http://www.ielts.org/default.aspx) |

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| **Other Information:** |
| **How to Apply**Please apply for this position online at [www.csiro.au/careers](http://www.csiro.au/careers). You may be asked to provide additional information (online) relevant to the selection criteria. If so, then responding will enhance your application so please take the time to provide relevant succinct answers. Applicants who do not provide the information when requested may not be considered.If you experience difficulties applying online call 1300 984 220 and someone will be able to assist you. Outside business hours please email: careers.online@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 John Oakeshottvia email: john.oakeshott@csiro.au or phone: +61 2 6246 4157Please do not email your application directly to Dr Oakeshott. 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](http://www.csiro.au). **CSIRO Land and Water** With our partners we aim to deliver innovative solutions to the complex challenges that arise from the demands and impacts of human activities on the environment.Find out more! <http://www.csiro.au/en/Research/LWF/About>**What CSIRO offers you**An opportunity to work in a multidisciplinary, multi-institutional research project with world leading collaborators aiming to contribute to the survival of a healthy Great Barrier Reef in the face of global warming.  |