# Postdoctoral Fellowship – CSOF4

Role summary for potential applicants

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| Advertised Job Title**:** | Postdoctoral Fellowship in Farming Systems |
| Reference Number**:** | 56559 |
| Classification**:** | CSOF4 |
| Salary Range: | AU $80K to AU $91K plus up to 15.4% superannuation |
| Location**:** | Adelaide (Waite Campus), South Australia |
| Tenure: | Specified Term of 3 years  |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | All Candidates |
| Functional Area**:** | Research Scientist / Engineer - Postdoc |
| % Client Focus - Internal: | 50% |
| % Client Focus - External: | 50% |
| Reports to the: | Team Leader - Southern Australian Mixed Farming Systems |
| 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. 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.The Postdoctoral Fellow (PDF) - Farming Systems will work on innovative crop-pasture options and increasing understanding of soil-plant-animal interactions that underpin productive, profitable and sustainable farm businesses. CSIRO’s farming systems research capability is in strong demand for its innovative and high impact work in managing the dual goals of increased productivity and the management of production risk through to the farm-scale. These problems are tackled using a suite of systems-analysis tools, in conjunction with field experimentation, in collaboration with leading researchers, farmers, advisors and state agencies. The PDF will contribute to improved farming practices for enhanced productivity and risk management. The PDF will also deliver to the Cropping Systems research program of the Rural Research and Development for Profit project *‘Boosting profit and reducing risk on mixed farms in low and medium rainfall areas with newly discovered legume pastures enabled by innovative management methods – southern region’*, in partnership with the Grains Research Development Corporation and the South Australian Research and Development Institute.  |

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| **Duties and Key Result Areas:** |
| * Develop novel scientific approaches to investigate original concepts and innovations for new and current agronomic research as applied to cropping and mixed dryland farming systems in Australia.
* Design and conduct farming systems research and analysis involving crops, pastures, soils, climate and management dimensions.
* As a part of the project research team, contribute to the design, implementation and analysis of a series of field based and modelling experiments that evaluate the cropping systems benefits of novel pasture management options and associated management packages.
* Undertake regular reviews of relevant literature.
* Produce high quality scientific papers suitable for publication in quality journals.
* Prepare appropriate conference papers and present those at conferences.
* 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, across CSIRO and project and industry partners.
* 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 farming systems, agronomy, crop/pasture science, soil science or related discipline.

***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 in field-based experimentation in farming systems.
2. Demonstrated capacity to develop or apply simulation models to farming systems research.
3. Demonstrated ability to engage and communicate effectively with a range of researcher and industry stakeholders.
4. **The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.**

**Desirable Criteria:**1. Demonstrated capability to scale research findings to whole-farm and economic implications.
2. Evidence of impact with agricultural end-users of research.

**As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:* Excellent science
* Inclusion, trust & respect
* Health, safety & environment
* Delivery on commitments

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 *(AU$80,833).* 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:****The appointee will require a current and valid driver’s licence, as well as have the ability and willingness to travel locally and interstate, with occasional overnight stays.**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 <https://jobs.csiro.au/> and enter requisition number 56559. Internal applicants please apply via ‘Jobs Central’ in SAP (click ‘Recruitment’). Please load your CV (Maximum 2MB). You may also be required to respond to some screening questions.  If you experience difficulties applying online call 1300 984 220 for assistance. Outside Australian business hours please email: csiro-careers@csiro.au. **Referees**: Please provide contact details of two previous supervisor or academic/professional referees in your resume/CV. We will ask your permission before making contact. **Contact:** If after reading the selection documentation you require further information please contact: **Dr Therese McBeath**via email: therese.mcbeath@csiro.au or phone: **+61 8 8303 8455**Please do not email your application directly to Dr McBeath. Applications received via this method may 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). We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. Find out more! [CSIRO Balance](https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance) **CSIRO Agriculture and Food** carries out research and development for new agricultural technologies, value added foods, crop and livestock improvement, aquaculture, farming systems, sustainability and advancement of international agriculture. Find out more! <https://www.csiro.au/en/Research/AF>**What CSIRO offers you**This position is within CSIRO's Integrated Agricultural Systems Group (South) based at the Waite Campus in Adelaide. The Waite Campus is home to a number of research institutions including the University of Adelaide's School of Agriculture, Food and Wine and the South Australian Research and Development Institute. With around 1000 people based here, the Waite Campus is a major and vibrant centre for agricultural research. CSIRO's Integrated Agricultural Systems Group includes scientists working in farming systems, crop science, soil fertility, soil microbiology, precision agriculture and agricultural economics across a range of sectors including grains, mixed farming, viticulture, sugar and cotton. The Group includes a highly experienced team of research technicians with excellent research resources. We work closely with CSIRO colleagues across Australia including other agricultural systems groups in Perth, Canberra and Brisbane. Our farming systems research utilises a participatory approach, partnering with farmer groups, agribusiness and other multi-disciplinary RDE collaborators nationwide.  |