# Postdoctoral Fellowship – CSOF4

Role summary for potential applicants

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| Advertised Job Title**:** | Postdoctoral Fellowship: Flavour Optimisation of High Protein/High Fibre Plant Ingredients |
| Reference Number**:** | 58391 |
| Classification**:** | CSOF4 |
| Salary Range: | AU $82K to AU $93K plus up to 15.4% superannuation |
| Location**:** | North Ryde, Sydney |
| Tenure: | Specified Term of 2 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   * All Candidates |
| Functional Area**:** | Research Scientist / Engineer - Postdoc |
| % Client Focus - Internal: | 80% |
| % Client Focus - External: | 20% |
| Reports to: | Dr Damian Frank, A&F North Ryde |
| 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.  This position is **for up to 24 months** and will work closely with leading Research Scientists 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.  This project will specifically characterise flavour-active and bioactive metabolites and peptides, in raw and processed legume and novel grain materials and systematically assess the impacts of processing, such as fermentation, germination and thermal processing. Peptide, oligosaccharide and volatile profiles will be characterised in crude and purified fractions using mass spectrometry techniques as well as through in vitro assays and flavour/sensory testing. |

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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. * Produce quality research in the area of healthy cereal and legume ingredients and foods. * Characterise and measure key flavour and bioactive fractions of grains and legumes and assess impacts of various processing parameters on flavour/sensory properties. * Undertake regular reviews and analyses of relevant literature and patents. * Produce high quality scientific papers suitable for publication in quality journals, for client reports and granting of patents. * 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, 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 you and your supervisor. * 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 food/flavour chemistry and related techniques such as mass spectrometry and/or sensory science.   ***Please note:*** *To be eligible for this role you must have* ***no more than 3 years (or part time equivalent)*** *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. **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.   ***Essential Criteria:***   1. **Strong background in food chemistry or equivalent. Strong background in mass spectrometry, proteomics or equivalent.** 2. **Experience with extraction and characterisation of food components.** 3. **The ability to formulate a research hypothesis and design and execute appropriate experiments.** 4. **The ability to work effectively as part of a multi-disciplinary team plus the motivation and discipline to carry out independent research.** 5. **Proven ability to write with clarity suitable for peer-reviewed journal papers.** 6. **A record of science innovation and creativity, plus the ability and willingness to incorporate novel ideas and approaches into scientific investigations.**   **Desirable Criteria:**   1. Expertise in food component functionality and nutrition 2. Knowledge of grain/legume and flavour chemistry 3. Experience/ knowledge of sensory testing techniques   **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.   **In your application and at interview you will need to demonstrate alignment with these behaviours.**  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 ($82,450).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> |

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| **Other Information:** |
| **How to Apply**  Please apply for this position online at <https://jobs.csiro.au/> and enter requisition number **58391**. 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](mailto: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 position details above you require more information please contact:  Dr Damian Frank via email: Damian.Frank@csiro.au  Please do not email your application directly to Dr Frank. 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).  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/The-CSIRO-Experience/Balance)  **CSIRO Agriculture and Food** is helping Australian farmers and industry improve productivity and sustainability across the agriculture sector. We work directly with farmers and related industries to help us understand the challenges agricultural businesses face, develop a shared vision of how science can make the greatest difference and ultimately deliver practicable solutions.  For more information on CSIRO Agriculture and Food, visit <http://www.csiro.au/en/Research/AF>  **What CSIRO offers you**  This project presents the opportunity to develop skills and scientific research in food component characterisation using a range of analytical instrumentation including mass spectrometry, sensory testing and application of in vitro bioactivity tests.  The CSIRO supervisory team includes research scientists specialising in wide range of complementary areas including analyses of food components, inflammation and gut microbiome, food chemistry/processing and formulation. The postdoctoral fellow will also benefit from collaboration with experts in CSIRO’s worldwide network of academic and industrial partners.  The multidisciplinary team of supervisors will expose the postdoctoral fellow to the latest technologies and knowledge in cereal component research, as well as giving important insights into intellectual property and impact in the private sector.  The successful candidate will be located on an as needs basis at two CSIRO sites: North Ryde, Sydney and St Lucia, Brisbane.  CSIRO is Australia’s prime research organisation, with more than 5000 staff, multiple locations around the country and with research spanning biological, atmospheric, chemical and medical fields. Canberra was chosen “the best place to live in the world” by a survey of the organisation for Economic Co-operation and Development in 2014. Quality of life is high, there is large multicultural diversity and plenty of amazing outdoors opportunities close by. Childcare facilities are available at CSIRO and flexible work arrangements can be requested. |