# Position Description

## CSIRO Early Research Career (CERC) Postdoctoral Fellowship– CSOF4

The following information is for applicants

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| Advertised job title**:** | CSIRO Postdoctoral Fellowship in Aquaculture Production |
| Job reference: | 60935 |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | * All Candidates |
| Percentage of client focus - internal: | 20% |
| Percentage of client focus - external: | 80% |
| Reports to the: | Group Leader – Health and Production |
| Number of direct reports: | 0 |
| How to apply: | Please apply online at [jobs.csiro.au](https://jobs.csiro.au/) and enter the requisition number**.** Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon |
| Contact details to discuss this position: | Tung Hoang via email: Tung.Hoang@csiro.au.  *Please do not email your application directly to Tung Hoang. Applications received via this method will not be considered.* |
| If you have difficulty applying please contact: | Call 1300 984 220 or email [csiro.online@csiro.au](mailto:careers.online@csiro.au) between 8.30 am and 5 pm Australian east coast time. |

## Role Overview:

**CSIRO Early Research Career (CERC) Postdoctoral Fellowships** provide opportunities to scientists and engineers who have completed their doctorate and have less than three years relevant postdoctoral work experience. These fellowships aim to develop the next generation of future leaders of the innovation system through:

* A differentiated career development program to deliver capability excellence and breadth across all facets of the national innovation system.
* Research training via strategic research and development projects with a clear focus that will deliver real impact through science and engineering excellence;
* An innovative culture supporting the development and demonstration of original thinking and expertise leading to peer-recognition; and
* Opportunities to develop skills and experience in collaborative research teams to effectively work within national and global multi/transdisciplinary and multi-stakeholder environments.

CERC Postdoctoral Fellows **are appointed for three years**

The role of the Postdoctoral Fellow will be to work across the Aquaculture, Agriculture and Global Change programs to support key public-private partnerships in the Vietnam aquaculture sector. The Fellow will lead an integrated value chain analysis process for *Penaeus* species in the Lower Mekong in Vietnam. Working closely with CSIRO staff and clients, the Fellow will deliver an overarching action plan and monitoring framework with a key private sector client in reaching their global goal of increased market share by 2033.

A major focus of this role will be integrating aquaculture production knowledge with value chain analyses to enable identification and delivery of key research priority areas. Additionally the role will incorporate a strong impact focus, building a monitoring framework with the client to enable tracking of progress towards the priority outcomes for client business.

The Postdoctoral Fellow will be involved in a project providing the following key advantages: (i) a large applied industry-funded aquaculture research project; (ii) opportunity to join a dynamic multidisciplinary team integrating across aquaculture nutrition, genetics and health; as well as agribusiness value chains; and impact and evaluation (iii) extensive research facilities for aquatic animal trials, state-of-the-art analytical laboratories and technical support (iv) opportunity to collaborate with scientists at other CSIRO sites across Australia or within international collaborative networks.

## Duties and Key Result Areas:

Under the direction of senior research scientists and engineers, CERC Postdoctoral Fellows:

* Utilise understanding and experience of research pathways to triple bottom line impact; co-constructing with clients potential paths to impact; designing and implementing research plans that will contribute to longer-term impacts.
* With private sector client representatives and CSIRO colleagues, develop action plans that will enable prioritisation of research elements and integrate monitoring framework that facilitates continued data collection to track progress to impact and conduct intermittent evaluations.
* Using value chain and business approach, actively contribute to the planning, management, and delivery of research investigations in shrimp postlarvae quality improvement, broodstock maturation and biosecurity, extensive and intensive production techniques, feed production and feeding improvements.
* Assist project management in planning, implementation, monitoring and evaluation; help coordinate project activities and communication with the private sector client
* Recognise and exploit opportunities for innovation and the generation of new theoretical perspectives, and progress opportunities for the further development or creation of new lines of research.
* Utilise design thinking methodology to plan and prepare research proposals, and apply non-academic impact methodology to research projects.
* Carry out research investigations requiring originality, creativity and innovation. Record, manage, and analyse data/information using relevant domain data science techniques.
* Proactively undertake development to grow effective researcher capabilities to support career goals.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## CSIRO Competencies:

1. **Teamwork and Collaboration: Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.**
2. **Influence and Communication: Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.**
3. **Resource Management/Leadership: Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.**
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **Independence: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).**
6. **Adaptability:** Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## Selection Criteria:

*Under CSIRO policy only those who meet all selection criteria can be appointed.*

1. A doctorate (or will shortly satisfy the requirements of a PhD) in a relevant discipline area, such as aquaculture, agribusiness or fisheries economics.

***Please note:*** *To be eligible for this role you must have* ***no more than 3 years (or part time equivalent)*** *of postdoctoral research experience.*

1. Good understanding of aquaculture production and/or value chain in general and shrimp farming in particular (development history, current status, technological advances, barriers for further development, opportunities for improvement, etc.)
2. Experience in working with the private sector or multi-stakeholder projects
3. **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.**
4. **High level written and oral communication skills with the ability to represent the research team effectively internally and externally**
5. The ability and willingness to travel between sites and to overseas locations (e.g. Southeast Asia).
6. A current full drivers licence or the ability to obtain one

## Desirable Criteria:

1. Understanding of shrimp farming and/or value chain
2. Experience with quantitative and qualitative methods in research evaluation
3. Experience in international development research or business development in Asia
4. Experience in designing research for impact and exposure to methods and frameworks to support measuring progress to impact.
5. **The ability to work effectively as part of a multi-disciplinary, potentially regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.**

To be appointed as a CERC 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 + up to 15.4% Superannuation).* 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.

## Special Requirements:

Appointment to this role may be subject to conditions including security/national police/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- <https://ielts.com.au/>

* Appointment to this role will require:
  + Interstate and international travel,
  + **A current Australian driver’s licence, or ability to obtain an Australian driver’s licence.**

## Our value proposition

We want CERC Postdoc Fellows to join our world class science, engineering and digital teams to solve big, complex problems that make a real difference to the future of Australia and the world.

You'll get to work with some of the most talented minds in their fields, not just in Australia, but in the world. At CSIRO, we spark off each other, learn from each other, trust each other and collaborate closely to achieve more than we could individually.

CSIRO Early Research Career (CERC) Postdoctoral Fellow Experience Employee Value Proposition (EVP). Find out more! <https://www.csiro.au/en/careers/postdoctoral-fellowships>

## About CSIRO:

At CSIRO we solve the greatest challenges through innovative science and technology. See more [online](http://www.csiro.au/)!

Find out more about

CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)

[CSIRO Aquaculture Research](https://research.csiro.au/aquaculture/aquaculture-research-brochure/)

[CSIRO Postdoctoral Fellowships](http://www.csiro.au/en/Careers/Student-and-graduate-programs/Postdoctoral-fellowships)