# Position Details

*CSIRO Postdoctoral Fellowship in Text and Social Media Analysis for Mental Well-being*

## 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 Text and Social Media Analysis for Mental Well-being |
| Job Reference: | 61819 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | All Candidates |
| Percentage of Client Focus - Internal: | 100% |
| Percentage of Client Focus - External: | 0% |
| Reports to the: | Group Leader |
| 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 | Cecile Paris via email: Cecile.Paris@data61.csiro.au |
| 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 or part time equivalent.**

The role of the **CSIRO Postdoctoral Fellowship in Text and Social Media Analysis for Mental Well-being** develop algorithms to automatically analyse posts from a mental health forum. This CSIRO Postdoc will have the opportunity to address important preventative health issues for Australians, through innovative research in text, social media and statistical analysis informed by and contributing to theories from psychology.

The postdoc will join a project that is a collaboration between CSIRO Data61, Macquarie University (Departments of Computer Science and Psychology) and CSIRO Health and Biosecurity, bringing together experts from the required different disciplines. An industry partner is also likely to be involved. This project has great potential to contribute with innovative ideas and methods for emotional mental health and wellbeing through text processing and social media analysis, representing a great opportunity to have impact on health outcomes.

## Duties and Key Result Areas:

* Under the direction of senior research scientists and engineers, CERC Postdoctoral Fellows:
* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Develop and evaluate methods and algorithms for identifying and reporting mental health states and emotional journeys through text processing, social media analysis and Time Series Analysis.
* Undertake regular reviews of literature and patents in the appropriate areas (e.g., Social Media Analysis, Text Processing, Time Series Analysis, Data Mining/Machine Learning, and Emotion Regulation/affective science).
* Engage with the psychologists in the project to learn relevant models of emotion regulation
* Possess the discipline to carry out autonomous research in an interdisciplinary field including Text Processing, Machine Learning, Statistics or Psychology.
* 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.
* Proactively undertake development to grow effective researcher capabilities to support career goals
* Other duties as directed.

**The CERC Postdoctoral Fellow learning and development program**is developed between the CERC Postdoctoral Fellow and their CSIRO supervisor. 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>

## 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: Recognises 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 essential criteria can be appointed.*

1. A doctorate (or will shortly satisfy the requirements of a PhD) in a relevant discipline area, such as Computer Science (with a focus on Text Processing), Cognitive Sciences or Psychology (with a focus on emotion regulation), or Statistics (with a focus on Time Series Analysis)*.*

***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. Proven ability to perform analytics on large and noisy data sets (social media) using state-of-the-art technologies.
2. Expertise in natural language processing and machine learning (including deep learning) on social web
3. Demonstrated experience of using a mathematical/analytical approach to address real world questions
4. Experience in developing tools by using state-of-the-art programming languages and software practices.
5. 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.
6. **High-level written and oral communication skills with the ability to represent the research team effectively internally and externally, including the presentation of research outcomes at national and international conferences.**
7. **A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.**
8. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## Desirable Criteria:

1. Experience in affective science, emotion regulation research including coding strategies.
2. Experience in developing research prototypes to demonstrate the science.
3. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
4. **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 $83,687. 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.

**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 [Data61](http://www.data61.csiro.au/)