# Position Description

## Postdoctoral Fellowship– CSOF4

The following information is for applicants

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| Advertised Job Title**:** | Postdoctoral Fellowship in the genomics of stress tolerance in coral symbionts |
| Job Reference: | 60120 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | * All Candidates |
| Percentage of Client Focus - Internal: | 50% |
| Percentage of Client Focus - External: | 50% |
| Reports to the: | Team Leader, Genetic Pest Control Technologies |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries: | Owain Edwardsvia email: Owain.Edwards@csiro.au |
| Contact Details For Applying: | Call 1300 984 220 or email [csiro.online@csiro.au](mailto:careers.online@csiro.au) |
| 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 |

## 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.

The Postdoctoral Fellowship will investigate 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 Postdoctoral Fellowship will combine transcriptomic and metabolomic approaches to achieve a mechanistic understanding of these heat tolerance traits in Symbiodinium.

## 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.

## 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>

## 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.*

* A doctorate (or will shortly satisfy the requirements of a PhD) in a relevant discipline area, such as marine biology, molecular biology, biochemistry or genomics

***Please note:*** *To be eligible for this role you must have* ***no more than 4.5 years*** *of relevant postdoctoral experience.*

* Demonstrated capability to conduct innovative research in genomics, metabolomics, molecular biology, biochemistry, and/or bioinformatics.
* Demonstrated ability to develop experimental plans and pursue novel research approaches
* Demonstrated originality, creativity and innovation in solving problems and introducing new directions and approaches.
* 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.
* Evidence of strong written and oral communication skills, including publications in international scientific journals.
* Experience working with corals in natural or controlled environments.

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$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.

## 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/>

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Find out more about CSIRO [Land and Water](https://www.csiro.au/en/Research/LWF)