# 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 Forest Natural Capital Accounting |
| Job reference: | 60272 |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | * All Candidates
 |
| Percentage of client focus - internal: | 0% |
| Percentage of client focus - external: | 100% |
| Reports to the: | Group Leader Forests and Landscapes Processes and Risks |
| 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: | Libby Pinkard via email – Libby.Pinkard@csiro.au*Please do not email your application directly to Libby Pinkard. 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 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 Postdoctoral Fellow will be a systems thinker and have a strong interest in driving novel approaches for addressing future sustainability challenges. The Fellow will develop innovative ways to achieve these outcomes through strong partnerships with both the forestry and finance industries. They will apply novel and innovative approaches to explore the business case for incorporating natural capital thinking into business planning and risk assessment processes. The Postdoctoral Fellow will work closely with the forestry sector to better understand emerging opportunities in natural capital and to help position the forestry sector to capture value from improved management of non-timber natural assets such as biodiversity, carbon sequestration and watershed protection.

## Duties and Key Result Areas:

* Under the direction of senior research scientists and engineers, CERC Postdoctoral Fellows:
	+ Work with project partners to align the interests in the forestry and finance sectors to identify financing options for non-timber forest values.
	+ Work closely with project partners to develop approaches for integrating natural capital accounting and risk assessment into their operating systems and business models.
	+ Identify ways to add value to data already collected by forestry enterprises for a range of purposes, for example certification, sustainable development goals.
	+ Develop forestry-specific natural capital risk assessment methodologies relevant to private and public assets.
	+ Contribute to stakeholder engagement including workshops and one-on-one interactions
	+ Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
	+ 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.

**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>

## 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 economics, finance/accounting or forest science.

***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. Strong theoretical understanding of natural capital accounting and risk assessment.
2. Experience working across disciplines (preferably forestry or another natural science and economics, business, finance or accounting).
3. Demonstrated capacity for effective stakeholder engagement.
4. Strong quantitative and systems thinking.
5. Experience in developing and managing large databases.
6. Demonstrated experience in project management.
7. Demonstrated ability to work as part of a multi-disciplinary, regionally-dispersed team, plus the motivation and discipline to carry out autonomous research.
8. Willingness to travel including short periods of time embedded with partner organisations.
9. **High level written and oral communication skills with the ability to represent the research team effectively internally and externally, including publishing in peer reviewed journals and/or authorship of scientific papers, reports, and presenting at national and/or international conferences.**
10. 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 natural capital accounting and/or environmental economic accounting.
2. Experience in financial risk assessment.
3. Experience working with the Australian forestry sector, and an understanding of their operating environment and operating systems.
4. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.

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 travel for short periods of time.

**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 [Land and Water](https://www.csiro.au/en/Research/LWF)