# Position Details

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

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| The following information is for applicants |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in Host Plant Resistance of Cotton |
| Job Reference | 65637 |
| Tenure | Specified Term of 3 years Full-time |
| Salary Range | AU$83k to AU$94k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Myall Vale, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates
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| Position reports to the | Research Group Leader |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Warwick via email at warwick.stiller@csiro.au |
| How to apply | Apply online at <https://jobs.csiro.au/> Internal applicants please apply via **Jobs Central**If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220. |

### 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.**

This role will be a lead researcher for a project titled "Incorporating host plant resistance to pests and diseases in the cotton breeding program." The key outputs from this project is to incorporate host plant resistance traits to verticillium wilt, spider mites and whitefly into advanced lines in the breeding program, as well as to improve the methodologies to select for resistance.

This project will primarily focus on the development of new methodologies to screen and classify germplasm for resistance to Verticillium wilt, as well as generating germplasm with increased level of resistance. The development of resistant lines to Silverleaf Whitefly and Two-Spotted Spider Mites will also be an important part of the research. The project will have an important field applied approach, combined with more basic research to provide longer-term options to increase the durability of the resistance.

As a Postdoctoral Fellow in Host Plant Resistance of Cotton with CSIRO Agriculture and Food, you will be based at the Australian Cotton Research Institute (ACRI), Narrabri, in regional New South Wales. ACRI is a welcoming and inclusive working environment, with an active social club and relaxed working environment. The site boasts the co-location of CSIRO and NSW Department of Primary Industries research hubs, with employees from a mix of local, interstate and international backgrounds. The positive and inclusive collaborative research work environment reflects the country hospitality you’ll experience in the town of Narrabri.

### Duties and Key Result Areas:

Under the direction of senior research scientists, you will:

* + Develop new concepts and methodologies for the identification and classification of host plant resistance in a cotton breeding program.
	+ Generate new cotton breeding material with resistance to pests and diseases, particularly to Verticillium wilt.
	+ Design, manage and statically analyse experiments carried out in field, glasshouse and laboratory environments.
	+ Publishing findings in peer reviewed journals.
	+ 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 procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

[**The CERC Postdoctoral Fellow learning and development program**](http://www.csiro.au/en/Careers/Student-and-graduate-programs/Postdoctoral-fellowships)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

## **Required Competencies:**

* **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.
* **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.
* **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.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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**

#### Essential

*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 plant breeding or host plant resistance interactions to pests or diseases or a related discipline.

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. A current driver’s licence.
2. Demonstrated experience in plant and/or disease and insect interactions
3. Demonstrated experience in designing and conducting field and greenhouse experiments.
4. Demonstrated ability in data handling and statistical analysis.
5. 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.
6. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
7. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Demonstrated ability to work under adverse environmental conditions
2. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
3. **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 plus 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 provision of a national police check as well as other security/medical/character clearance requirements.

**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 [here](https://www.csiro.au/en/careers/postdoctoral-fellowships)!

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

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