# 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 Social and Behavioural Science |
| Job Reference | 68006 |
| Tenure | Specified Term of 3 years  Full-time 36.75 hours/week |
| Salary Range | AU$86,434 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Melbourne or Brisbane |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents * Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible candidates) |
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| Position reports to the | Chris Knight |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Anthony Wright via email at anthony.wright@csiro.au or phone +61 0412 812 708 |
| 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](mailto: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.**

The role is for a social scientist to lead CSIRO’s work in understanding the social factors that influence housing and construction choices related to energy efficiency. The social scientist will be required to develop experimental approaches to understanding how to ‘mainstream’ energy efficient housing. The scientific work will be applied in an applied industry context working with CSIRO’s project partners including television producers, social media channels, online platform businesses and in the volume housing market.

This role involves undertaking social and behavioural research, particularly focussed on the use of mass-media (reality TV) to influence consumer perceptions of house energy efficiency and to convey energy efficiency messaging effectively to disengaged audiences. This will involve designing research programs, undertaking interviews and focus groups, developing and delivering surveys, coding and analysing responses (quantitative and qualitative analysis), writing reports, writing and publishing peer-reviewed research papers. The successful applicant will also be responsible for some customer/stakeholder liaison, communicating the research program to non-scientists, applying for funding and grant programs, developing ethics committee applications and involves realising processes and procedures to ensure experimental scientific and ethical integrity conditions are met.

### Duties and Key Result Areas:

### This position will guide CSIRO’s research into how energy efficiency information is most effectively translated into consumer action. The ultimate aim of the work is to ensure that CSIRO’s 60+ years of research into residential building energy efficiency is understood and integrated into consumer decision making – leading to lower energy bills, better health and comfort and lower carbon emissions in the residential built environment.

### The following list of tasks is not exhaustive, and creativity will be required to adapt approaches as experimental data comes in. The role will work with a multi-disciplinary team incorporating building physicists, architects, data scientists, software developers and social scientists.

### Understand and synthesise information from different disciplines to understand the information that needs to be conveyed to consumers.

### Using the latest literature, work with television producers to suggest approaches to conveying energy efficiency information to households through reality television

### Guide the development of online and social media resources and experimental approaches to determine the most effective use of these resources.

### Develop experimental approaches to determine if the energy efficiency information conveyed has been understood and converted to action.

### Test various message framing and with different consumer groups to determine how to maximise impact across the rent/buy/renovate/retrofit/sell/invest spectrum of property interactions.

### Develop experimental approaches and research plans in consultation with CSIRO staff and project partners and in accordance with relevant current scientific literature.

### Prepare and deliver online surveys, focus groups etc. as required to execute experimental plans.

### Undertake analysis (qualitative and quantitative) of experimental data.

### Write reports detailing experimental findings for project partners, industry and the public.

### Write scientific publications for peer-reviewed journal publication.

### Present the findings of CSIRO’s research at conferences and industry events as required.

### Contribute scientific insights to the design and development of mainstream communications campaigns.

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.
  + 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 research 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 a relevant discipline area, such as psychology, behavioural science or similar.
2. Experience designing, conducting, analysing and reporting qualitative and quantitate consumer surveys.
3. 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.
4. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
5. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Experience in the use of social science in the environmental sciences, and particularly the energy efficiency domain is highly desirable.
2. Experience in the use of social psychology in marketing and mass media communications is highly desirable.
3. Experience analysing social media content.
4. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
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 $83,687 per annum. 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.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they 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/

**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 [Energy](https://www.csiro.au/en/Research/EF)