# 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 Public Health Nutrition Interventions |
| Job Reference | 64788 |
| Tenure | Specified Term of 3 years  Full-time or Part-time is negotiable |
| Salary Range | AU$83,687 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Adelaide, SA, Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Post doc supervisor and Team Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dr Gilly Hendrie via email at [gilly.hendrie@csiro.au](mailto:gilly.hendrie@csiro.au) or phone +61 8 8305 0662 |
| 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 CSIRO Nutrition and Health Research Clinic conducts a variety of large-scale human nutrition intervention studies that lead to improved dietary intake and health impacts for the Australian community.  The Post-Doctoral Fellow will work with a multidisciplinary team of leading researchers to develop and test a new approach to support Australians to achieve a healthier diet and find specific nutrition strategies that create a personalised journey to empower healthier eating habits. Specifically, the project will explore how a step-by-step approach at a level and pace that is directed by a dieter may be more likely to achieve success. Developing how this program will work and the way in which it will be implemented will be largely driven by the post-doctoral fellow.

### Duties and Key Result Areas:

Under the direction of senior research scientists, the CERC Postdoctoral Fellow will:

* + Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes in the areas of nutrition and obesity prevention.
  + Maintain an in-depth understanding of recent advances in relevant areas of research to help recognise opportunities for innovation and contribute to the generation of new approaches or enhance current approaches to improving Australians’ food choices and diet quality.
  + Plan and prepare research proposals, and apply appropriate methodology to implement high quality, innovate and creative research projects.
  + Work collaboratively with colleagues from within the Nutrition and Health Program, the Health and Biosecurity Business Unit and CSIRO.
  + Undertake appropriate training and 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 a relevant discipline area, such as public health, nutrition research, obesity prevention, program evaluation, digital health, health psychology, food choice or behavioural 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. Experience in research methods including at least two of the following: critical review of scientific literature; survey development; intervention design, implementation and evaluation; large data analysis.
2. High-level written and oral communication skills with the ability to represent the research team effectively internally and externally, including the authorship of scientific reports/papers and presentation of research outcomes at conferences.
3. A record of science innovation and creativity, including the ability to incorporate novel ideas and approaches into scientific investigations.
4. Proven ability to perform research autonomously, including managing research projects and generating scientific enquiries.

## **Desirable:**

1. Previous experience designing and implementing nutrition interventions; assessing diet quality; and/or developing digitally delivered interventions.
2. A developing track record of research outputs (publications and presentations) in relevant areas of research.
3. Evidence of good statistical skills using relevant software packages (e.g. SPSS, R or equivalent) including experience in the analysis of large datasets.
4. Experience working with industry and/or within large collaborative teams.
5. Ability to remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
6. **Ability to work effectively as part of a multi-disciplinary, potentially regionally dispersed research team in a wide research program.**

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 (AU$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.

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.

**Our value propositions**

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 [Health and Biosecurity](https://www.csiro.au/en/Research/BF)