# 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 linking Indigenous Botanical Knowledge with Western Science |
| Job Reference | 67701 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$86,434 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Director, Centre for Australian National Biodiversity Research |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Linda Broadhurst via email: Linda.Broadhurst@csiro.au or phone +61 2 6246 4988  *Please do not email your application directly to Linda Broadhurst. Applications received via this method will not be considered.* |
| 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 Centre for Australian National Biodiversity Research\* (CANBR) is seeking a highly motivated researcher to work with Aboriginal communities to co-develop pathways that will link Indigenous botanical knowledge with western plant species concepts using specimens held within CSIRO’s National Research Collections Australia as a test bed.

The project will involve working with Aboriginal communities to understand community aspirations and expectations for the security and management of their botanical knowledge within a trusted environment. The next step will be to co-develop pathways and protocols that will enable communities to secure, access and share their knowledge. To be successful this project will involve developing an understanding of the intersection between Indigenous botanical knowledge and western species concepts as well as co-developing practical and technical solutions that enable Aboriginal communities to secure and manage access to their knowledge. This role will enhance the Fellow’s interdisciplinary skills to successfully link Indigenous knowledge and western science.

The successful candidate will be working within a multidisciplinary team including Aboriginal communities, CSIRO researchers, botanists and data managers as well as linguistic researchers from the Australian National University. This role aligns with the National Research Collections Australia’s (NRCA) emerging desire to work with Aboriginal and Torres Strait Islander people in relation to research collections and to help us better understand, manage and conserve Australia’s biota.

In this position, you may spend significant time (a minimum of 30 working days per year) living in and engaging directly with regional and remote Aboriginal communities.

We strongly encourage Aboriginal and Torres Strait Islander people to apply for this position.

\*The CANBR is a joint venture between CSIRO and the Director of National Parks.

### Duties and Key Result Areas:

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
* Understand the intersection between Indigenous knowledge systems and western species concepts and then use this information to co-develop methodologies with Aboriginal communities to explicitly link these within a trusted environment. This will include co-developing in-field acquisition of traditional (e.g. specimen) and digital data (e.g. image, sound, physical) protocols.
* Work with Aboriginal communities, digital data teams and curation teams to co-develop protocols to ensure that data are able to respond to change (e.g. western species name changes) as well as ensuring that data visibility and access is compliant with the wishes of Aboriginal communities.
* Undertake regular reviews of relevant literature and produce high quality scientific papers for publication in quality journals, client reports and conference papers as agreed with your supervisor.
* Contribute to the development of innovative concepts and ideas for further research.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO as well as communicating 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.

[**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 Indigenous languages or other research that has involved working with Aboriginal communities to secure Indigenous knowledge and/or plant sciences such as botany, systematics and taxonomy.**

***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. **Demonstrated understanding of issues that affect Aboriginal and Torres Strait Islander people and communities and the ability to collaborate and engage respectfully with Aboriginal and Torres Strait Islander people.**
2. **The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.**
3. **A record of science innovation and creativity, plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.**

## **Desirable:**

1. Desire to co-develop projects with Aboriginal communities that will be of benefit to current and future generations.
2. Experience working autonomously in remote locations.
3. An understanding of naming conventions under the International Code for algae, fungi and plants.

To be appointed as a CERC Postdoctoral Fellow within CSIRO, candidates will be expected to commence employment by December 2020/January 2021. Candidates are also 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). 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

* 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.
* An ability to spend time (possibly >30 working days per year) working with Aboriginal communities in regional and remote locations.
* This position is identified – applicants will be required to provide a Cultural Referee as part of their application. The cultural referee will be asked to support your application in relation to your ability to work with Aboriginal people and Torres Strait Islander people.
* This role has child safety obligations. Accordingly, the successful candidate will be required to obtain or provide evidence that they hold a working with children check prior to confirmation of appointment.

**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 [National Research Collections Australia](https://www.csiro.au/en/Research/Collections), the [Centre for Australian National Biodiversity Research](http://www.cpbr.gov.au/cpbr/) and the [Australian National Herbarium](https://www.csiro.au/en/Research/Collections/ANH).