# 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 Deep-learning to Detect Anomalous Behaviour in Fisheries |
| Job Reference | 67869 |
| 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) | Hobart TAS |
| 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) |
| Position reports to the | Project Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Lars Petersson ([Lars.Petersson@csiro.au](mailto:Lars.Petersson@csiro.au))  Vivien Rolland ([Vivien.Rolland@csiro.au](mailto:Vivien.Rolland@csiro.au))  Rich Little (Rich.Little@csiro.au)  *Please do not email your application directly to Lars Petersson, Vivien Rolland or Rich Little. 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 Machine Learning and Artificial Intelligence Future Science Platform (MLAI FSP) will build an exciting new research portfolio to leverage CSIRO’s deep domain expertise and experience. It will explore questions such as: How do we use machine learning to augment a scientist’s ability to generate and learn from scientific data? What is the best way to include domain constraints (such as physical laws) and design constraints (such as privacy and fairness) into machine learning models? Where can we exploit genomic information in plant and animal breeding? Why is deep learning so effective in extracting meaningful features? Solving these types of challenges will open new vistas of scientific knowledge and positive impact.   
  
As a member of the Platform team you will work with top CSIRO scientists and engineers to develop new computer vision, machine learning and artificial intelligence methods with a specific emphasis on solving significant science questions. Together we will build the next generation of science tools using high performance computing infrastructure and cloud technologies to underpin the next generation of Australian science.

The Fellow will work with an internationally recognised team in machine learning and fisheries science, on deep learning-based video analysis for detecting rare and anomalous events and behaviours. The team is developing detection and identification algorithms based on a range of data including, on-board video of fishing operations, and vessel transponder data, with the goal of implementing the software in an operational capacity. The Fellow will contribute to this goal with a strong background in computer vision, machine learning, quantitative analysis and programming. The strong applied focus of the research, including integration with cloud-based data management systems, is complemented by the need for theoretical advancement in tracking, and action recognition in videos. This is an opportunity to develop algorithms for a range of applications and take the research in new directions.

### Duties and Key Result Areas:

Under the direction of senior research scientists and engineers, CERC Postdoctoral Fellows:

* Develop general methods for automating the analysis of imagery and video, address problems of lack of labelled data, and develop models to detect anomalies in large-scale datasets.
* Implement these methods efficiently using programing tools such as PyTorch and TensorFlow.
* Carry out evaluation of the developed software.
* Carry out high impact research of strategic importance to CSIRO, with the aim of achieving innovative and wide-reaching scientific outcomes and ideas for further research.
* Collaborate with members of a diverse project team and external partners to ensure research directions can lead to lasting impact.
* Undertake regular reviews of the latest literature in computer vision and machine learning.
* Publish results in relevant international scientific venues (high-impact journals and conferences).
* Interpret and present research findings in computer vision and machine learning to research scientists and practitioners from a wide range of other scientific areas.
* Communicate 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 policies and guidelines, including values, health, safety & environment, diversity initiatives and zero harm goals.
* Other related 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 Platform-relevant discipline area, such as computer vision, machine learning, artificial intelligence or computer 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.*
2. A history of professional and respectful behaviours and attitudes in a collaborative environment.
3. Solid knowledge of computer vision and machine learning, and the ability to understand and develop mathematically-founded algorithms and their development in toolkits such as TensorFlow or PyTorch.
4. **Demonstrated experience in conducting research and development activities in image and video analysis, computer vision, more specifically in the area of machine learning based image/video analysis for object detection, classification and tracking.**
5. High level computational and programming skills (in Python or C++) to build computer vision/machine learning models and conduct analyses.
6. **High level written and oral communication skills with the ability to effectively represent the research team internally and externally, including publishing in peer reviewed journals and/or authorship of scientific papers, reports, and presenting at national and/or international conferences.**
7. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations, preferably across diverse and inclusive teams.
8. **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.**

## **Desirable:**

1. Knowledge of environmental, fisheries and marine science issues
2. An ability to remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
3. Experience or interest in one or more of the following: deep neural networks including recurrent neural networks, zero- or few-shot learning, graph convolutional networks, fine-grained classification and data synthesis for rare events.
4. Experience using high-performance computing clusters and source code versioning systems such as Git.

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

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 [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)