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# 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 Earth System Science |
| Job Reference | 68304 |
| 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) | Black Mountain, ACT |
| 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 | Chief Research Scientist |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Pep Canadell via email at [Pep.Canadell@csiro.au](mailto:Pep.Canadell@csiro.au) or phone +61 408020952 |
| 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.**

As a Postdoctoral Fellow with CSIRO Oceans and Atmosphere you will work with a team to study the role of the terrestrial biosphere in the regional (Australia) and global carbon budgets, and to develop comprehensive GHG budgets as part the new global assessment Regional Carbon Cycle Assessment and Processes (RECCAP2) of the Global Carbon Project.

### Duties and Key Result Areas:

* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Establish the role of the terrestrial biosphere in the exchange of carbon fluxes.
* Establish approaches for integrating data, models and uncertainty into the Australian GHG budget.
* Explore new data sources (regional, national and global) and modelling output for a spatial-temporal analysis (e.g. new satellite products, inventory and flux data).
* Possess the discipline to carry out autonomous research, produce high quality scientific and/or engineering papers suitable for publication in quality journals, for client reports and granting of patents.
* Prepare appropriate conference papers and present those at conferences as agreed with your supervisor.
* Make a contribution to the effective functioning of the research team and help deliver CSIRO’s organisational objectives and plans**.**
* Undertake an appropriate training and development program developed by CSIRO.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm 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 Earth System Science, Applied Mathematics, Ecosystem/Global Ecology, Global Change Biology, Environmental Sciences, Physics, or Chemistry.

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 working with global/large scale biospheric modelling (e.g., DGVMs) in the context of the carbon cycle.
2. Demonstrated high level skills in complex spatial and temporal analysis of large datasets with commensurable knowledge of computer languages, and overall advanced knowledge of numerical methods in the context of environmental research.
3. High degree of understanding of the carbon cycle, particularly of land-atmosphere carbon fluxes and processes.
4. **The ability to work effectively, professionally and respectfully as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.**
5. **High level written and oral communication skills with the ability to represent the research team effectively internally and externally, including 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. Prior contributions to the development of carbon and other GHG budgets.
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 will be expected to commence employment by December 2020. 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.

**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)