



# Southeast Asia Energy Transition Human Capacity Development Fellowships Program

## Terms of Reference

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# 1. Program Overview

## 1.1. About the Human Capacity Development Fellowships Program

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) Southeast Asia Energy Transition Human Capacity Development (SEA-HCD) Fellowships Program aims to strengthen the capability of energy sector professionals across Southeast Asia to support the transition to more affordable, secure, and sustainable energy systems.

The Fellowship provides an opportunity for Southeast Asian professionals from energy ministries, utilities, and research institutions to undertake a three-month placement with CSIRO in Australia. Fellows work on real-world energy transition challenges relevant to their organisations, with guidance from CSIRO experts and access to Australia's research and industry networks.

## 1.2. Fellowship Purpose

The Fellowship aims to

- Equip participants with practical knowledge and learnings from Australia to manage high shares of variable renewable energy (VRE) and distributed energy resources (DER)
- Enhance research capability and promote continuous learning through joint research and academic engagement
- Build long-term professional networks and partnerships across the region

These outcomes contribute to stronger organisational capacity, improved systems thinking, and greater ability among participants to design, implement, and lead energy transition initiatives in their home countries.

## 1.3. Research Focus Areas

Research projects under the Fellowship should address key technical challenges related to the energy transition, including:

- Integration of variable renewable energy (VRE) into power systems
- Management of distributed energy resources (DERs)
- Planning and operation of energy systems with higher shares of VRE and DER

## 1.4. Priority Project Themes

Priority will be given to project proposals that align with one or more of the following themes and reflect the needs and priorities of the applicant's home organisation.

|   |                                                                                                                                                                                    |
|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | <b>Inverter Design</b><br><i>Development of capabilities, services, design methodologies and standards for inverter-based resources (IBRs) to ensure power system reliability.</i> |
| 2 | <b>Stability Tools and Methods</b><br><i>New tools and methods are required to ensure reliability, security and stability in power systems with more</i>                           |

|           |                                                                                                                                                                                                                                                                                                                                      |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|           | <i>IBRs, as traditional synchronous machines continue to be phased out.</i>                                                                                                                                                                                                                                                          |
| <b>3</b>  | <b>Control Room of the Future</b><br><i>Development of new technologies and approaches for enhanced real-time visibility and analysis in power system operator control rooms.</i>                                                                                                                                                    |
| <b>4</b>  | <b>Planning</b><br><i>New planning metrics, methods, and tools to capture the characteristics and influence of a changing resource mix.</i>                                                                                                                                                                                          |
| <b>5</b>  | <b>Restoration and Black Start</b><br><i>Creating new procedures for black starting and restoring a power system with high or 100% IBR penetration.</i>                                                                                                                                                                              |
| <b>6</b>  | <b>Services</b><br><i>Quantifying the technical service requirements of future power systems to maintain the supply-demand balance reliably and at least cost with higher penetration of renewables.</i>                                                                                                                             |
| <b>7</b>  | <b>Architecture</b><br><i>Identifying appropriate future power system architectures for coordinating new technology capability, regulatory approaches, market design, and the distribution/transmission interface in a highly distributed, variable renewable energy-based system to support an orderly power system transition.</i> |
| <b>8</b>  | <b>Distributed Energy Resources (DER)</b><br><i>Investigating the challenges and opportunities from very high levels of DERs to make power system control and operation more effective.</i>                                                                                                                                          |
| <b>9</b>  | <b>DER and Stability</b><br><i>Modelling and analysis of DER dynamic responses to ensure system operators can maintain power system security under very high DER penetration.</i>                                                                                                                                                    |
| <b>10</b> | <b>Cost-Informed Power System Transition Modelling</b><br><i>Developing transparent modelling approaches that connect technology costs, generation-storage-transmission investment, system reliability, and emissions outcomes to support evidence-based energy transition planning.</i>                                             |
| <b>11</b> | <b>Open and Transparent Electricity System Modelling Tools</b><br><i>Creating accessible modelling tools, datasets, and workflows that allow utilities, regulators, researchers, and decision-makers to test electricity system scenarios and understand the assumptions behind future cost and reliability outcomes.</i>            |
| <b>12</b> | <b>Residential Energy Efficiency and Housing-Stock Analytics</b><br><i>Developing models, analytics, and rating methods to assess residential building energy performance, support efficient design, and identify ways to reduce heating and cooling demand.</i>                                                                     |
| <b>13</b> | <b>Home Energy Rating Data and Retrofit Targeting</b><br><i>Using home energy rating data, climate-zone information, and dwelling characteristics to identify retrofit priorities, improve household comfort, reduce energy bills, and lower residential emissions.</i>                                                              |
| <b>14</b> | <b>Smart Buildings as Flexible Grid Resources</b><br><i>Investigating how commercial, industrial, and residential buildings can provide flexible demand through controllable loads such as HVAC, batteries, electric vehicles, hot water, and thermal storage.</i>                                                                   |
| <b>15</b> | <b>Digital Infrastructure for Energy Flexibility</b><br><i>Developing secure, interoperable data platforms that enable behind-the-meter assets, building systems, and third-party services to exchange data and participate in energy flexibility markets.</i>                                                                       |
| <b>16</b> | <b>Flexible Demand Markets and Asset Registers</b><br><i>Designing methods, data structures, and governance models for registering, characterising, dispatching, and rewarding flexible demand resources across buildings, industrial sites, and distributed energy assets.</i>                                                      |
| <b>17</b> | <b>Building Data Analytics, Load Forecasting and Fault Detection</b><br><i>Applying data science and machine learning to building energy data to improve load forecasting, detect faults, optimise equipment operation, and reduce energy use while maintaining occupant comfort.</i>                                                |
| <b>18</b> | <b>Real-Time Emissions-Aware Demand and Operations</b><br><i>Developing methods to align electricity consumption with renewable generation availability using real-time emissions intensity, carbon-aware control, and demand-shifting strategies.</i>                                                                               |
| <b>19</b> | <b>AI Benchmark Datasets and Evaluation Methods for Energy Systems</b><br><i>Creating benchmark datasets, challenges, and evaluation methods for machine learning in energy systems, including load classification, demand response detection, flexibility estimation, and behaviour modelling.</i>                                  |

## 1.5. Targeted Southeast Asia Agencies

In 2026, the Fellowship will primarily support high-performing professionals from **Malaysia's Tenaga Nasional Berhad (TNB)** and **Electricity Generating Authority of Thailand (EGAT)**, while laying the foundation for broader engagement with energy ministries, utilities and research institutions across Southeast Asia beyond 2026. Participants will work on real-world energy transition challenges relevant to their home organisations, with guidance from CSIRO experts and access to Australia's research capabilities, technical expertise and industry networks.

## 2. Fellowship Structure and Benefits

### 2.1. What the Fellowship Includes

The SEA-HCD Fellowship provides a three-month placement at CSIRO in Australia, offering hands-on experience, expert guidance, and opportunities to work on real-world energy challenges.

**During the Fellowship, participants will:**

- Spend up to **three months at CSIRO's Energy Research Unit** working on a high-impact energy transition challenge
- Undertake an **energy research or industry-focused project** aligned with their organisation's priorities
- Receive **mentoring and co-supervision** from CSIRO experts and Australian academics
- Build **practical technical and problem-solving skills** through applied research
- Engage with **researchers, industry, and policy stakeholders** through networking, presentations, and consultations

### 2.2. Indicative Fellowship Modules

This section provides an indicative overview of the key activities and learning components undertaken during the Fellowship placement.

|                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Week 1</b>   | <b>On-boarding, induction, and online training</b> <ul style="list-style-type: none"><li>• Introduction to the Fellowship, objectives, and expectations</li><li>• Orientation to the host research organisation and facilities</li></ul>                                                                                                                                                                                                                                                                   |
| <b>Week 2-3</b> | <b>Understanding the energy transition challenge</b> <ul style="list-style-type: none"><li>• Refine the real-world energy transition challenge identified in the research proposal</li><li>• Examine the technical, social, economic and policy dimensions of the challenge</li><li>• Review and familiarise with relevant energy datasets, evidence sources and analytical tools</li><li>• Undertake stakeholder mapping of the challenge and begin identifying potential engagement strategies</li></ul> |
| <b>Week 4-5</b> | <b>Problem analysis and evidence generation</b> <ul style="list-style-type: none"><li>• Analyse relevant data and evidence to better understand the challenge</li><li>• Generate insights through data visualisation and exploratory analysis</li><li>• Identify emerging trends, risks and opportunities</li><li>• Developing strategies to communicate insights to technical and non-technical</li></ul>                                                                                                 |

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                   | audiences, including decision-makers                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Week 6</b>     | <b>Fellow presents the problem/dataset to a broader audience</b> <ul style="list-style-type: none"> <li>• Present the challenge, stakeholder landscape and preliminary findings</li> <li>• Receive feedback from peers, mentors and subject-matter experts</li> <li>• Refine project scope and analytical approach</li> </ul>                                                                                                                         |
| <b>Week 7-8</b>   | <b>Designing and evaluating energy transition solutions</b> <ul style="list-style-type: none"> <li>• Develop selected potential technical, policy, and market-based solutions</li> <li>• Evaluate the feasibility, scalability, and impact of proposed approaches</li> <li>• Apply lessons from relevant regional and international case studies</li> <li>• Refine project recommendations and implementation pathways</li> </ul>                     |
| <b>Week 9-10</b>  | <b>Governance, regulation, and responsible innovation</b> <ul style="list-style-type: none"> <li>• Assess governance and regulatory considerations relevant to the challenge</li> <li>• Examine ethical, equity, and inclusion implications of proposed solutions</li> <li>• Apply principles of responsible data use, privacy, and cybersecurity</li> <li>• Align project recommendations with relevant regulations and policy frameworks</li> </ul> |
| <b>Week 11-12</b> | <b>Project Refinement, final presentations and feedback</b> <ul style="list-style-type: none"> <li>• Consolidate findings, analysis and recommendations</li> <li>• Present final outputs to stakeholders and the broader Fellowship cohort</li> <li>• Incorporate feedback to strengthen project outcomes</li> <li>• Identify opportunities for future collaboration and implementation</li> </ul>                                                    |

## 2.3. Financial Support

The SEA-HCD Fellowship provides financial support to cover reasonable costs associated with participation in the Fellowship. This includes:

- Visa application and associated fees
- One return economy-class airfare between the Fellow's home country and Australia
- Accommodation for the duration of the placement (arranged by CSIRO)
- A living allowance to assist with meals, local transportation, and incidental expenses; and
- Approved work-related travel undertaken as part of the Fellowship program

The Fellowship does not provide salary replacement. Participating organisations are expected to continue paying the Fellow's salary during the placement period.

Further details on reimbursement and support arrangements will be provided to successful applicants during pre-departure preparation.

As the Fellowship is intended to strengthen the Fellow's technical capabilities and support work directly relevant to their organisation's energy transition priorities, participation should be considered part of the Fellow's professional development and contribution to their organisation's long-term capability building.

## 2.4. Key Benefits and Outcomes

The SEA-HCD Fellowship provides Fellows with valuable opportunities for professional development and capability building in support of the energy transition.

**Fellows will benefit from:**

- **Mentorship and technical guidance** from CSIRO experts and Australian academics
- Opportunities to **engage and collaborate with Australian researchers, engineers, and energy practitioners**
- **The ability to shape and lead a project** aligned with their organisation's priorities, in consultation with supervisors
- **Exposure to Australia's experience** in managing power systems with high levels of renewable energy integration
- **Applied knowledge and insights** relevant to Southeast Asian energy systems

**The Fellowship also enables Fellows to:**

- Build practical skills and strengthen their capability to address energy transition challenges
- Expand professional networks across Southeast Asia and Australia
- Gain visibility within the regional energy community
- Strengthen their ability to contribute to organisational development and support long-term energy transition goals

## 3. Eligibility and Requirements

### 3.1. Expected Qualifications

There are several prerequisites for application to the Fellowship.

Applicants must:

- have significant technical capability;
- have a clearly defined problem and a viable proposal for how to address the issue;
- have full support from their home organisations, both during the Fellowship and for implementation of outcomes upon their return;
- be eligible and available to travel to Australia for up to three months;
  - *hold a valid passport permitting travel to and stay in Australia for the duration of the Fellowship*
  - *be able to apply for and obtain an Australian Visa for the purpose of the Fellowship program*
  - *have no restrictions (medical, legal, or employment-related) preventing international travel*
  - *have no conflicting commitments*
- be able to participate within the Fellowship timelines;
- be fluent in English.

- English language competency will be assessed as part of the selection process, proficiency will be evaluated through an interview (phone or online)
- No formal language test is required
- Applicants may provide supporting evidence, such as:
  - Study or work experience in an English-speaking environment
  - Completion of studies conducted in English
  - Relevant language courses or test results

## 4. Application and Selection Process

### 4.1. Selection Procedures

#### Stage 1: Application

Interested staff from each participating organisation are invited to apply for the Fellowship.

Applicants are required to submit a completed application form, short project proposal and a CV.

The proposal must address the following sections:

|   |                                                                                                                                                                                                                                                                                               |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | <b>Problem Statement and Context (max. 300 words)</b><br><i>Clearly define the problem, ensuring alignment with at least one Priority Project Theme. Provide context within the applicant's organisation and explain its significance.</i>                                                    |
| 2 | <b>Proposed Solution, Methodology, and Implementation (max. 400 words)</b><br><i>Describe the proposed approach, including methodologies, tools, and a clear implementation plan with indicative timelines and responsibilities.</i>                                                          |
| 3 | <b>Expected Outcomes and Impact (max. 300 words)</b><br><i>Outline the anticipated outcomes and potential impact of the project on the organisation, relevant stakeholders, and the broader energy transition, including gender equality, disability and social inclusion considerations.</i> |
| 4 | <b>Alignment with Agency Goals (max. 250 words)</b><br><i>Demonstrate how the proposed project supports the priorities and strategic objectives of the applicant's organisation.</i>                                                                                                          |
| 5 | <b>Sustainability and Future Plans (max. 300 words)</b><br><i>Describe how the project outcomes will be implemented, sustained, or scaled following the Fellowship, including engagement with key stakeholders.</i>                                                                           |
| 6 | <b>Knowledge Sharing (max. 250 words)</b><br><i>Outline the approach for disseminating knowledge and learnings gained through the Fellowship.</i>                                                                                                                                             |
| 7 | <b>Personal Learning and Development (max. 300 words)</b><br><i>Reflect on the expected professional growth, including the development of skills, knowledge, and leadership capabilities.</i>                                                                                                 |

#### Stage 2: Shortlisting

All submitted proposals will be assessed based on their relevance, quality, and alignment with the priorities of participating utilities, energy ministries, and research institutes. Based on this assessment, we invite participating organisations to shortlist **up to six applicants** for the next stage, maintaining gender balance with one female candidate nominated for every male candidate.



### Stage 3: Panel Interview

Shortlisted applicants will be invited to participate in an interview conducted via video conference or telephone. During the interview, applicants will present their proposed project and respond to questions from a selection panel comprising representatives from CSIRO International Programs and the Energy Research Unit.

Following the interviews, applications will be assessed based on overall performance. **Up to four Fellows** in total will be selected for participation in the Fellowship. A merit list may also be established to identify suitable applicants for consideration in future intakes.

## 4.2. Assessment Criteria

Applications will be assessed based on the quality, relevance, and potential impact of the proposed project, as well as the applicant's capability to successfully deliver outcomes within the Fellowship period.

Proposals will be evaluated against the following criteria:

- The **clarity, scope, and significance** of the proposed energy transition problem or opportunity
- The **feasibility** of developing a meaningful solution within the three-month placement
- The applicant's **skills, experience, and capability** to successfully undertake the proposed project
- The potential for the proposed solution to be **applied, scaled, or adapted** beyond the initial project
- The extent to which the Fellowship will **enhance the applicant's technical capability and professional development**
- The applicant's ability to **transfer knowledge and skills** gained through the Fellowship to their home organisation
- The **broader benefits and relevance** of the project to other Southeast Asian government agencies and the regional energy transition

Applications that demonstrate strong alignment with Fellowship objectives and clear potential for impact will be prioritised.

## 5. Program Timeline

The application period opens on 23 Jun 2026 and closes on **31 July 2026, 23:59 (UTC+8)**.

The indicative timeline for the application, selection, and fellowship components of the Fellowship is as follows:

| Date                          | Action                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 23 June – 31 July 2026        | <b>Stage 1: Call for applications</b><br>Applicants to submit CV and project proposal                                                                                                                                                                                                                                                                                                                                                                                             |
| 3 – 7 August 2026             | <b>Stage 2: Shortlisting</b><br>Applications reviewed; applicants notified of shortlisting                                                                                                                                                                                                                                                                                                                                                                                        |
| 10 - 21 August 2026           | <b>Stage 3: Panel Interview</b><br>Shortlisted applicants and their supervisors will be invited for online interviews by the joint selection panel                                                                                                                                                                                                                                                                                                                                |
| 26 August 2026                | <b>Announcement of successful fellows</b>                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 26 August – 30 September 2026 | <b>Pre-departure preparation</b> <ul style="list-style-type: none"> <li>Fellows to conduct pre-fellowship activities that can be delivered remotely</li> <li>Fellows to prepare their 3-month module plans (see section 2.2 for sample) and identify relevant stakeholders to connect in Australia</li> <li>Data preparation</li> <li>Travel arrangement and visa application</li> </ul>                                                                                          |
| 02 October – 18 December 2026 | <b>Fellowship conducted in Australia</b> <ul style="list-style-type: none"> <li>Fellows regularly check-in with supervisors and teams at their originating agencies, providing a short progress report at a minimum of every four weeks</li> <li>Fellows secure agreement with supervisors on a post-fellowship plan of action</li> <li>Fellows deliver final presentation to wider stakeholders in Australia and Indonesia to share the final progress of the project</li> </ul> |

## 6. Submission of Applications

To apply, applicants are required to submit the following items:

1. Completed application form and project proposal (in PDF format) (available on the [Fellowship webpage](#))
2. CV (no more than 3 pages)
3. Proof of English proficiency (optional)

Applicants must submit all documents via email in English with subject '**SEA-HCD Fellowships Application – <insert your name>**' to [HCD@csiro.au](mailto:HCD@csiro.au) no later than **23:59 (UTC+8) on 31 July 2026**. Please take into account the time zone differences when submitting your application.

For any inquiries or clarifications related to the application process, kindly direct your questions to [HCD@csiro.au](mailto:HCD@csiro.au) and copy to [ira.martina@csiro.au](mailto:ira.martina@csiro.au).

## 7. Past Fellow and Testimonial

### Case Study: Indra – Floating Solar Site Selection in Indonesia



#### Project Title

[\*Floating Utility-Scale Photovoltaic Site Selection in Indonesia: A Multi-Criteria Decision Analysis Approach\*](#)

Indonesia has significant potential for floating solar photovoltaic (FPV) deployment, but selecting suitable sites requires balancing technical, economic, environmental, and infrastructure considerations across a large number of water bodies.

During his Fellowship in 2025, Indra worked with CSIRO researchers to develop a data-driven framework for identifying and ranking suitable floating solar photovoltaic (FPV) sites across Indonesia. The project assessed 92 lakes and reservoirs using a range of technical, economic, infrastructure, hazard and demand-related criteria, demonstrating how advanced analytical approaches can support renewable energy planning and decision-making.

The project findings were presented to PLN at the COLONY Forum in April 2026. Building on his Fellowship experience, Indra has applied the knowledge and analytical approaches gained through the project to his work at PLN, supporting evidence-based assessment of FPV opportunities and contributing to Indonesia's broader energy transition and renewable energy development objectives.

## 8. Frequently Asked Questions (FAQs)

### Application and Selection

#### Where will the Fellowship take place?

Fellows will be based at an appropriate CSIRO site in Australia, depending on their project focus and available expertise.

#### Do I need support from my organisation to apply?

Yes. Applicants are expected to have support from their home organisation, including alignment with organisational priorities and commitment to apply outcomes after the Fellowship.

#### Is proof of English proficiency required?

Proof of English proficiency is optional. However, applicants should be able to communicate effectively in English, as the Fellowship activities, supervision, and presentations will be conducted in English.

#### Does my proposal need to have a complete solution already identified?

No. Applicants are expected to clearly define a problem or opportunity. The Fellowship is intended to help Fellows develop the skills, knowledge, and approaches needed to investigate and address that challenge.

#### How long should the project proposal be?

Applicants should follow the Terms of Reference and Application Form provided on the Fellowship webpage.

#### What will happen during the interview?

Shortlisted applicants will be asked to present their project proposal and discuss its relevance, feasibility, expected outcomes, and potential benefits to their organisation and the wider region.

| Financial Support                                                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Are there any costs that Fellows are expected to cover themselves?</b>                                                                                                                                                                                           |
| Fellows are responsible for personal expenses beyond the provided allowance, including leisure activities, personal travel, excess baggage, dependent-related costs, and other non-Fellowship-related expenses.                                                     |
| <b>Will I be reimbursed for expenses incurred before selection?</b>                                                                                                                                                                                                 |
| No. The Fellowship generally does not reimburse costs incurred prior to formal selection and approval unless otherwise agreed in writing.                                                                                                                           |
| <b>How and when will allowances be paid?</b>                                                                                                                                                                                                                        |
| Details regarding allowance rates, payment schedules, and administrative arrangements will be communicated to successful Fellows before the commencement of the placement.                                                                                          |
| Others                                                                                                                                                                                                                                                              |
| <b>Can I bring family members with me?</b>                                                                                                                                                                                                                          |
| The Fellowship funding is intended to support the selected Fellow only. Any costs associated with accompanying family members, including travel, accommodation, visas, and insurance, are the responsibility of the Fellow.                                         |
| <b>What is expected of me during the Fellowship?</b>                                                                                                                                                                                                                |
| <p>Fellows are expected to:</p> <ul style="list-style-type: none"> <li>• Actively work on their project</li> <li>• Engage with mentors and stakeholders</li> <li>• Provide progress updates</li> <li>• Deliver final outputs (e.g. report, presentation)</li> </ul> |