# 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 Ecological Remote Sensing |
| Job Reference | 67716 |
| 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) | Darwin |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens
* 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 | Principal Research Scientist |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Chris Pavey (chris.pavey@csiro.au) Shaun Levick (shaun.levick@csiro.au) after 13 July 2020 or Anna Richards (anna.richards@csiro.au) after 20 July 2020 |
| 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 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.**

**Background Information – Mapping essential biodiversity variables from space**

The focus of this postdoctoral fellowship will be to integrate next generation LiDAR, RADAR and optical sensor technologies to develop novel metrics for mapping and monitoring essential biodiversity variables (EBVs) from space. The successful candidate will apply these unique methods to the savannas of northern Australia, where vegetation cover is extensively intact, despite dramatic declines in biodiversity. There is a need to better understand and cost-effectively monitor how the cumulative impacts of rapid, broad-scale development, such as the establishment of an onshore gas industry in the savanna region of northern Australia, may impact on ecosystem condition for supporting biodiversity, to inform best-practice management. The candidate will use a combination of LiDAR metrics to determine ecosystem condition, calibrated against on-ground biodiversity assessments, and integrated with satellite imagery to scale these metrics across landscapes and regions. The broader goal of the project is to develop an innovative, scalable platform for detecting change in EBVs, resulting in better environmental baseline measures, impact assessment and adaptive management options for preventing biodiversity loss.

This position sits within the Ecosystem Dynamics team in CSIRO Land and Water. The candidate will work closely with team members who have a range of skills in field-based biodiversity monitoring, remote sensing and conceptual frameworks for landscape management. The candidate will also have opportunities to develop networks across CSIRO, with state and Federal agencies, with the Geological Bioregional Assessment project, and internationally through collaboration with GEO BON (Group on Earth Observations).

### 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.
	+ Recognise and exploit opportunities for innovation and the generation of new theoretical perspectives, and progress opportunities for the further development or creation of new lines of research
	+ Plan and prepare research proposals, and apply non-academic impact methodology to research projects
	+ Carry out research investigations requiring originality, creativity and innovation
	+ Record, manage, and analyse data/information using relevant domain data science techniques.
	+ Proactively undertake 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 ecology, remote sensing or geoinformatics.

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 applying remote sensing techniques to ecological questions.
2. Experience in handling and analysing large, remotely-sensed datasets.
3. Proficiency in experimental design and robust statistical analysis.
4. Proficiency in a programming language a such as R, Python, JavaScript or C++.
5. High level written and oral communication skills with the ability to represent the research team effectively internally and externally, including the presentation of research outcomes 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. Experience in undertaking ecological data collection in the field, particularly in remote locations.
2. Experience in processing and analysing LiDAR and/or SAR datasets.
3. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
4. **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 may 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.
* Applicants must be Australian/New Zealand citizens, Australian permanent residents or Australian temporary residents currently residing in Australia and be able to commence in the role by December 2020/January 2021.

**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 [Land and Water](https://www.csiro.au/en/Research/LWF)