# 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 Social Science |
| Job Reference | 67684 |
| 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) | Dutton Park, Brisbane QLD |
| 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 |
| Position reports to the | Team Leader/SynBio FSP Application Domain Leader |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Aditi Mankad via email at aditi.mankad@csiro.au or phone +61 7 3833 5721  *Please do not email your application directly to Aditi Mankad. 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.**

This position is partially funded by the CSIRO Synthetic Biology Future Science Platform and will deliver a transformational approach to maximizing impact of synthetic biology science in Australia, and catalyse sustainable management of Australia’s biological heritage from an Indigenous Australian perspective.

The Postdoctoral Fellow will help to achieve our desired future state of being a global leader in transdisciplinary research. The role will help Australia to become a recognized global leader in social and ethical approaches to synthetic biology research, development and industry growth. Equally, this capability will further CSIRO’s commitment to support Aboriginal and Torres Strait Islander peoples to contribute to, benefit from and improve CSIRO responsible science, innovation and research.

Our science solutions will integrate Indigenous knowledge and perspectives about synthetic biology/gene technology approaches to improve and result in responsible, positive and measurable outcomes for our (Indigenous) stakeholders and customers.

The Postdoctoral Fellow will deliver vital research supporting both Indigenous Science and the CSIRO Reconciliation Action Plan by working in partnership with the identified Indigenous leaders/organisations to co-develop, co-conduct and co-deliver (as appropriate) the research.

This is an identified position and candidates must have a knowledge of the culture and issues affecting Aboriginal and Torres Strait Islander people.

### Duties and Key Result Areas:

* Participate in global governance, social license and bioethical discussions in the context of synthetic biology science.
* Carry out predominantly qualitative data analyses and conceptual framing using social science theories incorporating – for example – sociology, social psychology, anthropology, human geography, Indigenous studies, ethics and philosophy, ensuring the Postdoctoral Fellow receives well-rounded training for a future career in the social sciences.
* Gain a broad range of experiences in situ, including time in Indigenous studies laboratories around Australia and/or in New Zealand and North America.

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
  + Utilise design thinking methodology to 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 Indigenous studies, psychology, sociology, anthropology, human geography, science & technology studies, philosophy, ethics and other social science or humanities sub-disciplines.

**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 experience in understanding issues affecting Aboriginal and/or Torres Strait Islander people.
2. The ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander people.
3. 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.
4. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
5. The ability to obtain/ hold an Australian driver’s licence.

## **Desirable:**

1. Existing links/relationships with Aboriginal and Torres Strait Islander communities with a stated interest in exploring novel techniques for the sustainable management of Australia’s biological heritage
2. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
3. Knowledge, skills, and experience in biophysical science and/or engagement with biophysical scientists.
4. The ability to be productive, positive and resilient in complex, ambiguous and/or uncertain environments.
5. **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 are 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 (AU$83,687 + 15.4% superannuation). 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

* This is an Indigenous identified position– 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.
* The successful candidate will be required to obtain/ hold an Australian driver’s licence for the duration of the contract.
* 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 Postdoctoral 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)

Find out more about CSIRO [Synthetic Biology Future Science Platform](https://research.csiro.au/synthetic-biology-fsp/)