# Position Details

## CSIRO Early Research Career (CERC) Postdoctoral Fellowship– CSOF4

|  |
| --- |
| The following information is for applicants |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in Sustainability Science |
| Job Reference | 67821 |
| Tenure | Specified Term of 3 years Full-time or part-time subject to negotiation |
| Salary Range | AU$86,434 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location | Cairns |
| 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 | Team Leader, Collaborative and Indigenous Science, Sustainability Pathways Program, CSIRO Land and Water  |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Ro.hill@csiro.au |
| 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.**

The Reef Trust Partnership and the Reef 2050 Plan brings together researchers, government managers, Traditional Owners as First Nations peoples, farmers, fishers and other stakeholders to generate novel and effective recovery pathways for the Great Barrier Reef. Scenarios that describe a range of such pathways are an exciting tool that can help us imagine and create new sustainable futures that embrace and promote cultural and natural diversity. However, current futures scenarios, and their underpinning models, for the Reef are focused overwhelmingly on biophysical variables, and do not include Traditional Owners approaches for economic, social and cultural well-being that result in healthy people and Reef for the benefit of the nation.

This Postdoctoral Fellow has a unique opportunity to apply participatory approaches and co-generate new scenarios of interventions for Reef recovery. You will work ethically and in partnership with Traditional Owners for mutual benefit, reciprocity, trust and respect to develop and test new methods that account for their Indigenous knowledge systems and First Nations-led co-design of Reef recovery pathways. Linking the First Nations-led pathways with those focused on technological innovation is a key opportunity for imagining and delivering genuinely sustainable futures. You will also work with experienced socioecological modellers to identify key variables and processes that link such socio-economic with biophysical variables and with policymakers to explore implications and policies for the health of Reef ecosystems and peoples.

You will work with an inspiring supervisory team including top CSIRO scientists in our Sustainability Pathways and Marine Ecosystem Modelling groups, international leaders of Reef-catchment restoration ecology at Central Queensland University, and global leaders in sustainability scenarios from the Stockholm Resilience Centre. Your collaboration with First Nations peoples will be guided by a Reference Group facilitated through outstanding leaders of the Traditional Owner Partnerships team at the Great Barrier Reef Foundation. Upon completion of the project, the postdoctoral fellow will be positioned to become a world leader in the domains of sustainability science, systems-thinking, multiple knowledges and transdisciplinary/participatory methods.

### Duties and Key Result Areas:

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

* + Use participatory methods that take account of diverse knowledge systems to co-generate diverse, realistic *Great Barrier Reef Futures* scenarios;
	+ Incorporate new indicators and variables into *Great Barrier Reef Futures* scenarios, and consider implications for policy and governance;
	+ Carry out innovative, impactful research of strategic importance to CSIRO that will lead to novel and important outcomes for sustainability science and impact;
	+ 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 and collaborative methodologies to plan and prepare research proposals, and apply non-academic impact methodology to research projects;
	+ Carry out ethical research investigations requiring originality, creativity, innovation and mutually respectful partnerships;
	+ Record, manage, and analyse data/information using relevant domain data science techniques;
	+ 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 sustainability science, social-ecological systems science, environmental science, human geography, environmental sociology.

*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 working with diverse stakeholders, rightsholders and multiple knowledge systems to identify collaborative solutions to complex, dynamic sustainability problems e.g. biodiversity loss, climate change, sustainable development.
2. High-level cultural competency and abilities to work effectively in relationships of trust and respect with Traditional Owners as First Nations People.
3. Demonstrated interdisciplinary and transdisciplinary research skills and capacities that transcend scientific disciplines and diverse cultures.
4. Understanding of scenarios and models in sustainability science, and their applications to co-generate policy and solutions.
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, and grant applications.
7. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
8. A current driver’s licence.

## **Desirable:**

1. Knowledge or experience with global initiatives to foster the use of diverse knowledge systems, futures thinking, models and scenarios e.g. Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services, Future Earth and others.
2. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
3. **The ability to work effectively as part of a inter/trans-disciplinary, potentially regionally dispersed 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/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 [Land and Water](https://www.csiro.au/en/Research/LWF)

Find out more about CSIRO [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)