# Position Details

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

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in Responsible Hydrogen Transition (Social Science) |
| Job Reference | 67874 |
| 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) | Brisbane |
| 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, Resources & Communities |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Andrea Walton via email at andrea.walton@csiro.au or phone +61 7 3833 5675 |
| 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.**

**Responsible Hydrogen Transition**

This Postdoctoral Fellow will be located within the [Sustainability Pathways Research Program](https://www.csiro.au/en/Research/LWF/Areas/Pathways) of CSIRO Land & Water, conducting a research program that delivers to the [Hydrogen Energy Systems](https://research.csiro.au/hydrogenfsp/) and [Responsible Innovation](https://research.csiro.au/ri/) Future Science Platforms. CSIRO’s [Future Science Platforms](file:///C:\Users\rob521\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\XSHOE8ET\represent%20an%20investment%20in%20science%20that%20underpins%20innovation%20and%20has%20the%20potential%20to%20help%20reinvent%20and%20create%20new%20industries%20for%20Australia) (FSPs) are an investment in science that underpins innovation and has the potential to help reinvent and create new industries for Australia. These platforms offer opportunities to work on frontier science and increase collaboration by attracting the best researchers to work with us.

Hydrogen has emerged as a significant opportunity for Australia, in terms of decarbonising our energy systems and creating a new, clean energy export industry. Taking advantage of this opportunity requires a significant transition in the way we make and use energy: the focus of this Postdoctoral Fellowship is the ‘social licence to operate’ of the national hydrogen sector and the role of hydrogen in the transition of Australia’s energy system, particularly for communities. The National Hydrogen Strategy lists social licence to operate as one of the key aspects to the successful development of an Australian hydrogen industry. There are clear opportunities for social science to guide industry, government and other stakeholders in terms of the role of the environmental performance and community acceptance of a transition to hydrogen. This role will therefore have a specific focus on understanding and measuring community and societal expectations and perspectives about hydrogen with a focus on safety issues, and the design of appropriate modes of communication and engagement that are specific to a range of hydrogen uses and applications. The research may extend beyond local communities affected by hydrogen activities to include social licence as it relates to the broader Australian public.

It is envisaged the outcomes of this research will have both research and practical applications, the latter via CSIRO’s ‘Hydrogen Industry Mission’, an initiative to bring CSIRO’s vast hydrogen capabilities to accelerate the development of industry-scale pilots and demonstrations—key to supporting these activities is, inter alia, a strong understanding of community views. By bringing their own expertise in social science research and methodologies, the Postdoctoral Fellow will apply current approaches and methods in understanding community perceptions and expectations, stakeholder engagement and risk communication to supporting a responsible transition to hydrogen. They will also directly contribute to extending the existing expertise in the field of social licence to operate within CSIRO to be relevant to this new and rapidly-developing industrial sector.

### Duties and Key Result Areas:

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

* + Conduct empirical social licence and risk communication research using both qualitative and quantitative methods.
  + Collaborate with industry, government, and multi-disciplinary research partners and facilitate strong stakeholder participation.
  + Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes. (This fellowship will have a specific focus on public and community expectations in relation to hydrogen in Australia, and the design of appropriate responses).
  + 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.
  + Manage ambiguity within the research process.
  + 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.
  + Work collaboratively with colleagues within your team, and across CSIRO.
* 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 social research discipline, such as social psychology, social science, sociology, human geography or similar.

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. An ability to undertake both qualitative research and quantitative multivariate statistical analysis of social data.
2. Experience with conducting interviews, engaging with stakeholders, and conducting surveys.
3. Experience with or knowledge of social licence research and/or risk communication research.
4. 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.
5. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
6. A record of science innovation and creativity, including the ability and willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Experience with, or knowledge of, hydrogen energy systems, or the broader Australian energy landscape.
2. Experience with, or knowledge of social licence research in a contested industry.
3. Experience with, or knowledge of, statistical modelling and experimental survey design.
4. Remain 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 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.

**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)