# 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 cell signalling and stem cell biology |
| Job Reference | 67661 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$86,434 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Clayton, Victoria |
| 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) |
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| Position reports to the | Team leader – bioInnovationX |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Andrew Laslett via email at andrew.laslett@csiro.au or phone +61 3 9518 5911 |
| 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.**

The postdoctoral fellow will work as part of a team funded by the CSIRO Space Technology Future Science Platform.

During space travel, humans are exposed to extreme physical conditions including radiation and microgravity. These extreme conditions are detrimental for many physiological functions including the extensive bone loss observed in astronauts (~1% of total bone mass is lost for every month spent in space).

To better understand what is happening to human bone cells in microgravity this project seeks to remotely measure cellular functions using miniaturised optical devices incorporating light stimulation and light detection instrumentation. This project aims to develop a mini-laboratory that fits within a single CubeSat format that will be tested in model remote conditions on a microgravity simulator (random positioning machine).

The postdoctoral project, as a key part of the overall project, will develop novel human cell-based models to explore the effects of changes in gravity on bone by targeting specific signalling pathways. The successful candidate will have the opportunity to work with engineers and stem cell biologists to push towards creating complementary instrumentation and cell models enabling autonomous human cell culture experimentation with real time readouts during space travel and in the International Space Station.

### Duties and Key Result Areas:

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

* Genetically engineer cells to include light responsive elements and reporters.
* Develop methods to grow mammalian cells in miniaturized devices under extreme conditions
* Undertake regular reviews of relevant literature and patents.
* Produce high quality scientific reports suitable for publication in quality journals, for client reports and patent applications.
* Prepare high quality presentations and present these at internal meetings or at conferences as agreed with the supervisor.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO.
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* 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 plans and policies, Diversity initiatives and Zero Harm 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 cell signalling and/or cell biology.

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 the following:

- molecular biology.

- genetic modification of cells.

- cell culture methods.

- fluorescence microscopy.

1. The ability to work effectively as part of a multi-disciplinary research team, plus the motivation and discipline to carry out autonomous research.
2. 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.
3. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
4. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Demonstrated experience in optogenetics.
2. Demonstrated experience in instrumentation development
3. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.

To be appointed to this CERC Postdoctoral Fellowship within CSIRO, the successful candidate will be expected to commence employment as soon as possible and by no later than 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/)!

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Find out more about CSIRO [Space Technology Future Science Platform](https://research.csiro.au/space/)