# 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 Pathogen Genomics |
| Job Reference | 72343 |
| Tenure | Specified Term of 3 years  |
| Salary Range | AU$86,434 to AU$94,679 + up to 15.4% superannuation |
| Location(s) | North Ryde, NSW (relocating to Westmead Innovation Quarter December 2021) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens
* Australian Permanent Residents; and
* 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 |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Laurence Wilson via Laurence.wilson@csiro.au or Denis Bauer via Denis.Bauer@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 **Australian e-health research centre (AEHRC)** is CSIRO’s digital health research unit delivering innovation to the health system. It is the largest eHealth research group in Australia with more than 100 research scientists working with clinicians and industry to identify the clinical and/or health challenges. AEHRC is worldwide and unique in covering the full value chain from basic science through to clinical application and assessing their impacts on Australian and international health systems.

Within the AEHRC, the charter of the Transformational Bioinformatics Group is to develop novel bioinformatics solutions for research and industry using the latest in cloud and BigData infrastructure.

The Postdoctoral Fellow will join this group from AEHRC and collaborate closely with Pathology providers and Australian and International companies operating in the pathogen genomics and surveillance space.

The Postdoctoral Fellow will be leading the development of platforms and dashboards for the curation and analysis of pathogen genomes, which allows tracking and surveillance to limit the spread of these agents amongst the population. Using new developments in serverless-cloud architecture developed by the AEHRC, these platforms will enable real-time analytics to inform data-driven intervention strategies.

### Duties and Key Result Areas:

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

* Develop innovative concepts, theories, tools and techniques related to cloud-based genome analytics.
* Combine phenotype and genomic data to enable better predictions of mutation outcomes.
* Develop methods for tracking the spread of mutations throughout populations.
* Partner with key stakeholders in the fields of pathogen genomics and genomic tracking to identify gaps in the market.
* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Undertake regular reviews of relevant literature and patents.
* Produce high quality scientific and/or engineering papers suitable for publication in peer-reviewed journals, client reports, blog posts, and granting of patents.
* Prepare appropriate conference papers and present those at conferences as agreed with your supervisor, as well as videos to showcase approaches and findings.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO.
* 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.
* 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 Bioinformatics or Statistical Genetics. *Please note: To be eligible for this role you must have* ***no more than 3 years*** *(or part time equivalent) of postdoctoral research experience.*
2. Practical experience with Cloud/Serverless architecture and implementations.
3. Experience with genomics data, especially for pathogen and host-response.
4. Evidence of advanced data analytics and programming capabilities in more than one language relevant for bioinformatics (e.g. Python, Java, C++, Scala, BASH, R, Julia).
5. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.
6. High level written and oral communication skills with interest in promoting scientific achievements internally and at conferences, and external stakeholders.
7. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
8. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Experience with epidemiological modelling and phylogenetics.
2. Experience in communicating research findings to a diverse audience and through varied mediums (e.g. blogs, Twitter, videos etc).
3. Experience with Machine Learning concepts.

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. 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.

Include if relevant:

* 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/)!

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted

**About Health and Biosecurity:**

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/Research/BF)