# 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 microbiomes for enhancing food systems |
| Job Reference | 76442 |
| Tenure | Specified Term of 3 years Full-time  |
| Salary Range | AU$88,163 to AU$96,573 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Coopers Plains, Brisbane |
| 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 onshore candidates) |
| Position reports to the | Research Science Supervisor / Microbiomes for One Systems Health – Future Science Platform |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Narelle Fegan via email at narelle.fegan@csiro.au or phone +61 7 3214 2042 |
| 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 position will be part of the **Microbiomes for One Systems Health - Future Science Platform (FSP).** CSIRO FSPs address new scientific challenges for Australia. They are an investment in science that underpins innovation that has the potential to help reinvent and create new industries. FSPs allow the development of capability and capacity for a new generation of researchers to work with CSIRO on future science.

The Microbiome FSP is developing new understanding of microbiome connectivity across the environment to human continuum and how system perturbations impact on microbiome functionality, diversity and systems health. A key objective is to capture greater benefit from microbiome interactions through more informative and predictive frameworks for functionality and by targeted interventions. Capacity to directly manipulate microbiomes across hosts and environments will provide new opportunities for bio-based solutions to be developed and applied to improve host and environmental health and for increased benefit to plants, animals and humans.

The portfolio of research within the Microbiome FSP is focussed around new science that address; systems connectivity, predictive frameworks and deliberate Interventions through the application of multi-omic tools to analyse point and system level change and associated measures of functionality both within and across interconnected biomes. This includes integration and analysis of multi-layered data and use of empirical and/or statistical modelling. The science portfolio of the FSP spans multiple CSIRO Business Units that address key focal areas that include; i) Environment, Soil & Plant Health, ii) Food Chain & Production ii) Diet, Gut and Health and iv) Optimized Industry & Urban Processes.

As part of a broader food system microbiome project team, this is an exciting opportunity for a CERC Postdoctoral Fellow to focus on how food chain factors (e.g. production, harvest, washing, packing, storage conditions etc) impact on the microbiome of fresh produce. They will also look at developing interventions to produce the ‘ideal microbiome’ for promoting the safety and shelf life of fresh produce. The Fellow will work across the food chain and with other CERC Postdoctoral Fellows looking at the interconnectivity from the phyllosphere microbiome through to human gut microbiomes. This will include working with other researchers to understand through chain microbiome dynamics, develop food microbiome model systems through experimentation with “designer” communities and provide input into simulated microbiome models. The Fellow will also support activities focussed on understanding microbiome interactions and impacts of food structure and functionality on the human gut microbiome and explore the connectivity across the environment-food-gut system continuum. Outputs will lead to the development of food system interventions and microbiome manipulation to improve food system assurance and public health benefits.

Further information: <https://research.csiro.au/microbiome/>

### Duties and Key Result Areas:

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

* Design and perform experiments to investigate food chain system impacts (e.g. production, harvest, washing, packing, storage conditions etc) on the microbiome of plant based foods using multi-omics approaches.
* Identify the ‘ideal food microbiome’ for promoting the safety and shelf life of the plant-based foods. These learnings will inform the design of project work elsewhere in the FSP; for example, to better understand the effect of processing and food structure on the ideal food microbiome’s viability and delivery upon consumption, and the nexus between the food, the human gut microbiome, and the resulting health outcomes.
* Identify opportunities for food system interventions and microbiome manipulation to improve assurance and public health benefits.
* Contribute to supervising postgraduate students.
* Contribute to the collection of samples or materials, requiring the use of a CSIRO vehicle.
* Working with hazardous chemicals and biologicals in a laboratory environment.
* Maintaining confidentiality of sensitive data.
	+ Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
	+ Utilise design thinking methodology to plan and prepare research proposals, and apply 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 microbiology, microbial genomics, molecular biology, microbial ecology, host-microbe interactions or food microbiology.

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. A current Australian Driver’s licence.
2. Experience in designing, conducting, analysing and reporting microbiome experiments, including experience with a variety of omics and bioinformatic approaches to analyse microbiome data.
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 sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
5. A history of professional, respectful and supportive behaviours and attitudes in a collaborative environment.
6. **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.**
7. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.

## **Desirable:**

1. Knowledge of the food chain and food systems from farm to fork, with a focus on plant based food systems.
2. Ability to relocate to Werribee (Victoria) or other CSIRO sites for short periods of time (weeks) as required to carry out relevant experiments (collecting samples, accessing relevant capability, connecting with other researchers).
3. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
4. Experience in the supervision or mentorship of students and/or more junior staff.
5. An understanding of food structure, the food industry and food processing for the manufacture of plant-based foods.

To be appointed to this CERC Postdoctoral Fellowship role within CSIRO, candidates will be expected to commence employment by December 2021/January 2022. 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 ($85,361). 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

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)

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

Find out more about CSIRO [Land and Water](https://www.csiro.au/en/Research/LWF)