# 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 Transformational Innovation Practice and Policy |
| Job Reference | 79359 |
| Tenure | Specified Term of 3 years  Full-time or Part-time |
| Salary Range | AU$89,926 to AU$98,504 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra, ACT (Brisbane, QLD considered) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader, Catalysing Impact and Innovation Team, Sustainability Program, Agriculture and Food. |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Andrew Hall via email at Andrew.Hall@csiro.au or phone +61 4 7685 2361 |
| 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 **Valuing Sustainability Future Science Platform (VS FSP)**is a substantial new 5-year investment in cutting edge research by CSIRO that will recruit several post-docs who will be embedded in diverse inter-disciplinary research teams. The VS FSP aims to co-produce future pathways, measures and indicators to underpin sustainable innovation and prosperity for current and future industries and communities. The VS FSP will bring together social, biophysical, economic and data science teams and work with diverse stakeholders to advance these outcomes, in part through developing measurement and assessment technologies that can support decision-making, attribute change to practice, and track progress.

Within the VS FSP, the **Sustainability Science Scaffolding project** will conduct cross-cutting research on co-production and interoperability across diverse knowledge and data systems, and, for this post-doc position, developing and understanding the approaches and institutional designs needed to improve the directionality of innovation.  The project serves a role of enabling teams in other FSP projects to develop sophisticated and context-appropriate methodologies.

The specific focus of this position centres on the challenges of adapting institutional setting so that information and metrics on sustainability are leveraged for innovation that supports society-wide sustainability aspirations. There is now a large body of research that explains that patterns of innovation show a high degree of path dependency and often supports incumbent interests. This often gives primacy to innovation that does not align well with sustainability ambitions and or promotes incremental innovation at a time when transformational innovation is needed to address these ambitions. The VS FSP needs to better understand how these path dependencies can be unravelled and the types of institutional innovations (including governance, collaboration and reflexive monitoring) needed to curate the direction of innovation towards sustainability goals. This is critical to the successes of the VS FSP as it builds the bridge been effective co-production of information and the responsible deployment of that information for innovation. A key part of this role will be to adapt international frontier science ideas, particularly those focusing on concerns about the directionality of innovation and the application transformational innovation principles and approaches, to the Australian context and apply it to institutional analysis of innovation across other FSP projects.

The Postdoctoral Fellow will be a social or transdisciplinary scientist who has experience of conceptual and empirical studies of innovation processes that support sustainability transitions and or transformational innovation and or responsible innovation and or inclusive innovation. The fellow will be working with both implementation tools and practice, as well as policy dimensions of this topic. They will be required to translate these ideas in a way that allows constructive collaboration across disciplines as well as with non-research stakeholders.

The CERC postdoctoral fellow will work with a larger team of inter- and trans-disciplinary researchers in the project, including 2 other post-docs and 2 PhD scholars, as well as working across the VS FSP, including social scientists, environmental economists, systems modellers, and researchers in innovation system, as well as with farmers, policy-makers, Indigenous leaders and others.

**Duties and Key Result Areas:**

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

* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Recognise and utilise opportunities for innovation and the generation of new theoretical perspectives, and progress opportunities for the further development or creation of new lines of research and methodological advance in applied areas on social science
* 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 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 science, technology and innovation policy studies, systems science, social and economic studies of innovation, political economy studies, institutional and evolutionary economics.

Please note: To be eligible for this role you must have **no more than 3 years** (full-time equivalent) of postdoctoral research experience.

1. Experience of conceptual and or empirical studies that explore the conditions and choices that enable innovation and direct it towards different impacts.
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. A familiarity with or openness to interdisciplinary and transdisciplinary research approaches
2. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
3. **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 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 $87,068). 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/
* This role has child safety obligations. Accordingly, the successful candidate will be required to obtain or provide evidence that they hold a working with children check prior to confirmation of appointment.

**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)