# Position Details

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

|  |
| --- |
| The following information is for applicants |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in AI, Computer Vision and Robotics |
| Job Reference | 75845 |
| 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) | Canberra, ACT |
| 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 | Team leader Dr Dadong Wang |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | NA |
| Enquire about this job | Contact Chuong Nguyen via email at Chuong.Nguyen@csiro.au or phone +61 2 6216 7025 |
| 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.**

In this position the Postdoctoral Fellow will undertake research in new robotics, computer vision, machine learning and artificial intelligence (ML/AI) methods with a specific emphasis on helping to solve challenges that will open new vistas of scientific knowledge and have a positive impact on fields including high-speed 3D computer vision, adaptive robotics and additive manufacturing.

The Postdoctoral Fellow will work within the CSIRO Data61 Cyber-Physical Systems (CPS) Program, particularly with the Imaging and Computer Vision (ICV) and Robotics and Autonomous Systems (RAS) groups, in collaboration with CSIRO Manufacturing. The Postdoctoral Fellow will be supported by a team of leading research scientists who have from 10 to over 20-year experience in their respective fields of research. The team has strong experience working with multidisciplinary research, particularly in artificial intelligence, computer vision, robotics, 3D printing and materials for 3D printing. The team members have strong publication records and significant involvement with the industry.

### Duties and Key Result Areas:

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

* + Conduct cutting-edge research in AI-enabled 3D printing.
	+ Develop novel integrated closed-loop AI-enabled 3D printing systems including trajectory planning and 3D scanning.
	+ Create functional prototypes of the 3D printing systems for benchmarking and characterisation.
	+ Produce high quality scientific and/or engineering papers suitable for publication in high quality journals and for presentation at top ranked international conferences.
	+ Work effectively as an integral member of a multidisciplinary research team, to undertake independent scientific investigations and carry out associated tasks under broad guidance from more senior Research Scientists/Engineers.
	+ 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 procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Carry out 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 machine learning, computer vision, pattern recognition, robotics, mechatronics, computer science, or electrical engineering.

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 hands-on experience working with hardware including cameras, sensors, motors, and/or embedded micro controllers.
2. Demonstrated skills and experience in artificial intelligence, 3D computer vision and/or robotics research. A proven track record through literature review, qualitative and quantitative research and laboratory methods.
3. Demonstrated programming experience for machine learning, computer vision and/or robotics using one or more common programming languages including C++, Python and Matlab.
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. Contributions to publications in top tier conferences and journals (e.g., IEEE T-PAMI, IEEE T-TIP, IJCV, CVPR, ICCV, ECCV, T-ASME, T-RO, RAL, RAM, ICRA, and IROS).
6. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Experience with major platforms including OpenCV, TensorFlow/PyTorch, and ROS.
2. Experience with 3D printing development.
3. Productive, positive and resilient in complex, ambiguous and/or uncertain environments.
4. **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 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.

* 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.
* The successful candidate may be required to undertake a pre-employment medical examination prior to commencement.
* 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 [Data61](https://data61.csiro.au)

Find out more about CSIRO [Manufacturing](https://www.csiro.au/en/Research/MF)