# 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 Social and Behavioural Science |
| Job Reference | 73981 |
| 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) | Brisbane, QLD preferred (Newcastle and Clayton are possible options) |
| 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) |
| Position reports to the | Team Leader Energy Systems |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Anthony Wright via email at [anthony.wright@csiro.au](mailto:anthony.wright@csiro.au) or phone +61 0412 812 708 |
| 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 role is for a social scientist to support CSIRO’s work in understanding the social factors that influence housing and construction choices related to energy efficiency. The social scientist will be required to develop experimental approaches to understanding how to ‘mainstream’ energy efficient housing. The scientific work will be applied in an applied industry context working with CSIRO’s project partners including television producers, social media channels, online platform businesses and in the volume housing market.

The Postdoctoral Fellow will undertake social and behavioural research, particularly focussed on the use of mass-media to influence consumer perceptions of house energy efficiency and to convey energy efficiency messaging effectively to disengaged audiences. This will involve designing research programs, undertaking interviews and focus groups, developing and delivering surveys, coding and analysing responses (quantitative and qualitative analysis), writing reports, writing and publishing peer-reviewed research papers. The successful applicant will also be responsible for some customer/stakeholder liaison, communicating the research program to non-scientists, applying for funding and grant programs, developing ethics committee applications and involves realising processes and procedures to ensure experimental scientific and ethical integrity conditions are met.

### Duties and Key Result Areas:

The Postdoctoral Fellow will guide CSIRO’s research into how energy efficiency information is most effectively translated into consumer action. The ultimate aim of the work is to ensure that CSIRO’s 60+ years of research into residential building energy efficiency is understood and integrated into consumer decision making – leading to lower energy bills, better health and comfort and lower carbon emissions in the residential built environment.

The following list of tasks is not exhaustive, and creativity will be required to adapt approaches as data comes in. The role will work with a multi-disciplinary team incorporating building physicists, architects, data scientists, software developers and social scientists.

* Understand and synthesise information from different disciplines to understand the information that needs to be conveyed to consumers.
* Guide the development of online and social media resources to determine the most effective use of these resources in driving the sustainable housing market and evaluate the success in contributing to the behaviour change of consumers.
* Develop experimental and mixed method approaches (e.g. collecting both qualitative and quantitative data through survey design, focus groups, interviews) to determine if the energy efficiency information conveyed has been understood and converted to action.
* Test various message framing and with different consumer groups to determine how to maximise impact across the rent/buy/renovate/retrofit/sell/invest spectrum of property interactions.
* Test and track across time, various terminology within the sustainability domain to understand how this language is resonating with various consumer groups and the impact of social and cultural events on these perceptions.
* Develop research plans in consultation with CSIRO staff and project partners and in accordance with relevant current scientific literature.
* Collection and analysis of socially generated 'big data' from social media and the web.
* Write reports detailing findings for project partners, industry and the public.
* Write scientific publications for peer-reviewed journal publication.
* Present the findings of CSIRO’s research at conferences and industry events as required.
* Contribute scientific insights to the design and development of mainstream communications campaigns.

Under the direction of senior research scientists and engineers, 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 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.
* 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 psychology, sociology, communications or similar.

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. 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.
2. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
3. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Experience designing, conducting, analysing, and reporting on social media and online website research.
2. Experience in the use of social psychology in marketing and mass media communications.
3. Experience in the use of social science in the environmental sciences, and particularly the energy efficiency domain is highly desirable.
4. Experience in working with industry and government partners is highly desirable.
5. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
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.**

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

* 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:

• People First

• Further Together

• Making it Real

• Trusted

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