# 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 Emerging Infectious Diseases |
| Job Reference | 71433 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$86,434 to AU$94,679 pa + up to 15.4% superannuation |
| Location(s) | Based in Geelong, Vic, with regular travel to Townsville, Qld |
| 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 who are currently residing in Australia (visa sponsorship may be provided to eligible candidates) |
| Position reports to the | Science Leader for Emerging Infectious Diseases |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Roslyn Hickson via email at: Roslyn.Hickson@csiro.au or phone: +61 (0) 448 286 295 |
| 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.**

Emerging infectious diseases are of global concern, as highlighted by the COVID-19 global pandemic. More than 75% of emerging infectious diseases are zoonotic in origin (transmitted from animals to humans), and their incidence has tripled over the past 30 years. The increase in outbreaks has been driven by a variety of factors including human encroachment into wildlife habitats, increasing urbanisation, agricultural intensification, and climate change; Asia in particular is a global hotspot for zoonotic infectious disease emergence. **CSIRO and James Cook University (JCU)** have partnered to build a research programme on emerging infectious diseases, focussing on Northern Australia and the Indo-Pacific region. This Joint research programme is interdisciplinary, encompassing all aspects of emerging infectious diseases, including the following:

* Innovative surveillance techniques (Internet of Things, sensing, other existing data, citizen science and Indigenous knowledge)**.**
* Development of new diagnostics and treatments.
* Understand the host-pathogen response (e.g. through cell culture/animal model, Next gen seq, in-silico or molecular analysis).
* Identify and develop possible responses (including vaccine or drug development where needed).
* Understand sociocultural aspects (community engagement, change management, well-being aspects of One Health, behaviour change and communication).
* Establish what the ideal roles of the human and animal health systems would be for an integrated One Health approach, and identify any gaps not covered by these two systems.
* Develop decision support systems for decision makers.

The desired outcomes of this position are to have an improved understanding and characterisation of the risks of pathogens and spillover at interfaces of interest; between wildlife, domestic animals, and humans, in Australia and the Indo-Pacific region. Therefore, the focus of this position is to explore significant interfaces utilising bioinformatics, and related laboratory analysis and field collection aspects, through the use of modern technologies (NGS, nanopore sequencing, etc). The successful candidate is also expected to contribute more broadly to the overall joint JCU-CSIRO research programme, based on their skills and interests.

### Duties and Key Result Areas:

* Perform bioinformatics analyses, and field- and lab-based activities as required, to improve our understanding of the risks and potential risks of emerging infectious diseases in our region.

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.
  + Develop collaborations linked to this program across CSIRO and James Cook University
* 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, virology, microbiology, or other infectious disease disciplines.

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. Strong bioinformatics background and experience, in particular next generation sequence analysis.
2. Prior laboratory experience, in particular in the molecular processing and analysis of pathogens.
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 record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
6. A current driver’s licence.

## **Desirable:**

1. Interest or experience in nanopore sequencing.
2. Prior experience of field-based collection of samples.
3. Interest or experience with mathematical modelling.
4. Prior experience of working with pathogens at high microbiological containment, i.e. at BSL3 and/or BSL4
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 ($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.

* 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.

Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site:

The nature of our work requires that each person working on site must comply with the conditions described below.

* The appointee is required to pass a security clearance at a level appropriate to duties of the position. At a minimum this will be a National Police Check or equivalent. Confirmation of the appointment is subject to obtaining that clearance.
* It is essential that all work on exotic or emerging diseases carried out at ACDP is conducted in a safe manner to prevent the escape of the disease agents used, and to this end, all activities and personnel will be subject to appropriate microbiological security measures. Consequently, while working at ACDP, you may not reside on a property on which are kept any of the following animals: sheep, cattle, pigs, goats, horses, asses and mules, any other cloven-hoofed animal, fowls, turkeys, geese, domestic ducks, caged birds, emus or ostriches. Personnel working with diseases of aquatic animals may not keep aquarium fish at their place of residence and personnel working with cane toad material must avoid contact with amphibians.
* In addition, for a period of seven days after working in the microbiologically secure area of ACDP, personnel may not have close contact with any of the above animals, amphibians or birds or the actual places where these animals are held, or visit any aquatic animal farm or aquatic animal hatchery.
* Working in the barrier maintained Small Animal Facility requires avoidance of additional animals such as mice, rats, guinea pigs, rabbits and poultry 3 days prior to arrival.
* Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must be complied with at all times.
* Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the ACDP site.

**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/)!

Find out more about the CSIRO [Australian Centre for Disease Preparedness](https://www.csiro.au/en/Research/Facilities/AAHL)

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