# Position Details

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

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| The following information is for applicants | |
| Advertised Job Title | CERC Postdoctoral Fellowship in Aquatic Weeds Management |
| Job Reference | 79176 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$89,926 to AU$98,504 pa + up to 15.4% superannuation |
| Location(s) | Dutton Park, Brisbane, QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens, Australian Permanent Residents * Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible onshore candidates) |
| Position reports to the | Research Scientist |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Kumaran Nagalingam via email at Kumaran.Nagalingam@csiro.au or phone +61 7 3833 5559  OR  Contact Tobias Bickel via email at Tobias.Bickel@daf.qld.gov.au |
| 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) Fellowships** provide opportunities to scientists and engineers who have completed their doctorate and have less than three years relevant research 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 Fellows **are appointed for three years or part time equivalent.**

The Postdoctoral Fellow in Aquatic weed management will join the Tropical Weeds team and work in close collaboration with aquatic weed ecology and management team within the Invasive Plant and Animal Science group, Biosecurity Queensland. The role will plan and investigating various aspects of invasive aquatic weeds management.

* The project will focus on developing new aquatic herbicidal control techniques.
* The Postdoctoral Fellow will plan and develop efficient integrated control options for some of Queensland’s worst aquatic weeds.
* The Postdoctoral Fellow will design and conduct field and lab experiments to test different herbicide formulations and delivery mechanisms.
* The Postdoctoral Fellow will assist in the preparation of technical reports and scientific papers. Liaise with the team and external stakeholders involved with the program.

### Duties and Key Result Areas:

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

* + Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes
  + Propagate and culture aquatic plants for experimental work in aquaria and ponds at the Ecosciences precinct
  + Design and conduct lab and outdoor experiments and maintain research infrastructure
  + Apply aquatic herbicides; measure and monitor the effects of herbicide treatments on aquatic plants
  + Carry out field work to conduct experiments and collect data in freshwater systems, often with limited direct supervision. This may include working in the field for extended periods of time either as part of a small team or independently
  + Perform research in and around water bodies, including wading in shallow water, using watercraft and drones for data collection
  + Process samples in the lab, record, analyse and maintain data including analysing remote sensing data
  + Liaise with the project team and external stakeholders to carry out research
  + Assist in the preparation of technical and scientific papers and reports
  + Assist the team in field and lab research as required and assist with supervision of technical staff and students
  + 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
  + 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 Fellow learning, development and training programis developed between the CERC Fellow and their CSIRO supervisor. The program will focus on enhancing the Fellow’s 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). The doctorate must be in a relevant discipline area, such as freshwater ecology, plant science, agricultural science or environmental science.

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

1. A current driver’s licence
2. Previous experience with aquatic plant research or work in freshwater environments
3. Previous experience with herbicide research
4. Experience with supervision of staff or students
5. 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.
6. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
7. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Experience with spatial data analysis and/or remote sensing.
2. Analytical skills for water chemistry (HPLC).
3. Remain 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.**
5. The capability to work in the field with little supervision, including work in and around water bodies (wading in water, snorkelling and from watercraft)
6. Due to the nature of the field work, it required that applicants have basic swimming skills. However, the candidate will be provided with safety equipment (e.g. lifejacket).
7. The capability to work under difficult conditions (heat/sun, cold, remote areas, wet conditions)
8. The ability to work as part of a team and to engage with external stakeholders
9. The ability to do some manual work including bending and lifting (WH&S approved activities). This is generally only required for field work activities such as lifting watercraft equipment (e.g. Kayak).

To be appointed as a CERC Fellow within CSIRO, candidates are required to have **submitted** their doctoral thesis 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.

* 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 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.

Find out more about our CSIRO Early Research Career (CERC) Fellow Experience Employee Value Proposition (EVP) [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 [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)