# 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 Medical Image Analysis |
| Job Reference | 80023 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$89,926 to AU$98,504 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Herston, QLD |
| 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 Medical Image Analysis |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Jason Dowling via email at jason.dowling@csiro.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. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### 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 CERC Fellow will join a multidisciplinary team working within the Australian e-Health Research Centre (AEHRC), part of CSIRO Health and Biosecurity, and the School of Clinical Sciences, Faculty of Health, Queensland University of Technology (QUT). The role will be based in the CSIRO Medical Image Analysis team within the Biomedical Informatics group with extensive collaboration with the ultrasound physics group at QUT.

The CERC Fellow will be part of an international, multi-disciplinary research team with expertise in: medical image analysis, medical physics, AI/ML, clinical translation and biomedical engineering. They will conduct novel, world class research to develop foundation technologies for the development of 3D medical image reconstruction from wearable ultrasound devices.

### Duties and Key Result Areas:

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

* + Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
  + Develop innovative concepts, ideas, and algorithms for the generation of 2D and 3D image reconstruction from wearable capacitive micromachined ultrasound transducers (CMUTs).
  + Support the supervision of PhD students and vacation work students.
  + Communicate results in high quality journals, conferences, and client reports.
  + Support the drafting of patents to protect Intellectual Property as needed.
  + Work collaboratively with colleagues within your team, the business unit and across CSIRO, in addition to staff and students in the QUT School of Clinical Sciences.
  + 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
  + 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 medical imaging, computer vision, or medical physics.

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

1. Demonstrated performance in developing, implementing, and validating new medical image analysis algorithms or computer vision systems with strong skills in analytical thinking.
2. Demonstrated competency in Python and/or C++ and software development processes and environments (including gcc, CMake, git).
3. The ability to work effectively within a clinical environment and as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.
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 high impact conferences.
6. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Background in medical imaging technologies including ultrasound and image reconstruction methods.
2. Experience with the ITK and VTK libraries for medical image analysis.
3. Competency in Python OpenCV, PyTorch or TensorFlow.
4. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
5. **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 Fellowship role within CSIRO, candidates will be expected to commence employment by 30 June 2022. 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 ($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.
* 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 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 [Space and Astronomy](https://www.csiro.au/en/about/people/business-units/Space-and-Astronomy)

Find out more about CSIRO [Data61](https://www.csiro.au/en/about/people/business-units/Data61)