# 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 Valuing Local Co-Benefits for Indigenous Communities (Identified Role – Indigenous) |
| Job Reference | 79363 |
| Tenure | Specified Term of 3 Years |
| Salary Range | AU$89,926 to AU$98,504 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane, QLD (Townsville, QLD considered) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship.  CSIRO considers the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under *section 8(1) of the Racial Discrimination Act 1975 (Cth).*  The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person. |
| Position reports to the | Line Manager: Dr. Cathy Robinson (Principal Research Scientist, Land and Water). |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Cathy Robinson via email at catherine.robinson@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) 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 **Valuing Sustainability Future Science Platform (VS FSP)**is a substantial new 5-year investment in cutting edge research by CSIRO that will recruit several post-docs who will be embedded in diverse inter-disciplinary research teams. The VS FSP aims to co-produce future pathways, measures and indicators to underpin sustainable innovation and prosperity for current and future industries and communities. The VS FSP will bring together social, biophysical, economic and data science teams and work with diverse stakeholders to advance these outcomes, in part through developing measurement and assessment technologies that can support decision-making, attribute change to practice, and track progress.

There is growing recognition that durable and ‘just’ land-based solutions to meet sustainable development goals requires measures and mechanisms that value local cultural capital and the provenance of place-based economies. The **VS FSP, the Valuing Local Provenance project** focuses on a key sustainability valuation and validation frontier, and how to develop and systematically integrate locally defined co-benefits into emerging sustainability markets. Doing so relies on the availability of valid data that can capture emerging and established benefits of biophysical change in ways that are locally led, yet legitimate and credible along supply chains. Place-based provenance is of increasing interest to many investors, but research investments made towards identifying and systematically aggregating local values into transferrable measures and indicators has stalled uptake and undermined locally defined co-benefits as a driver of market value. With close focus on Indigenous and rural communities, this work will demonstrate if (and how) in-practice and fit-for-purpose methods can illuminate and incorporate community-identified values, local knowledge systems, place-based sustainability concerns and how those values align with larger market forces for sustainability. Key areas and critical questions for this area of cross-disciplinary research include:

* Assessing and addressing system failures that limit the development of local provenance as a key market driver.
* Digital technologies and design opportunities for co-creating and building trust.
* Development of new methods for measuring value, capturing co-benefits.
* Exploring equitable, diverse and flexible governance models.

### Duties and Key Result Areas:

Under the direction of senior research scientists within the Valuing Local Provenance the Postdoctoral Fellow will:

* + Review available literature, sustainability frameworks, just transitions, nature-based, or durable climate concepts and solutions from agricultural sector perspectives. When possible, special attention should be paid to approaches designed with the Australian and Aboriginal and Torres Strait Islander context in mind.
  + Review and assess available sector relevant data, metrics, and reporting tools that local land-based enterprises and communities trust (or may trust), including digitally supported assessment and verification frameworks. Consider how these systems can (or do) integrate place-based sustainable values into natural capital / carbon accounting and verification schemes.
  + Work with Traditional Owner Groups to identify culturally relevant co-benefits including local preferences for regional development outcomes, acceptable transition pathways and locally valued sustainable development goals.
  + Interview and work together with regionally relevant groups, investors, or other market actors engaged in carbon and conservation projects that support local co-benefit development in Australia and around the world.
  + Support project development of a network of stakeholders and engage in workshops, conferences, community meetings that can identify and actualise desirable sustainable sector and regional development outcomes.
  + Co-design local provenance measures that reflect the values of Aboriginal and/or Torres Strait Islander Peoples’ place-based economies.
  + Test newly designed local provenance measures with potential investors who are committed to sustainability asset valuation, including those focused on Net Zero targets or alignment with the Sustainable Development Goals.
  + Collaborate across the Valuing Sustainability Future Science Platform, including projects running in parallel to the Local Provenance project and across CSIRO, as identified and appropriate.
  + Participate as a lead author and contribute to the development and publication of journal articles, manage external partnerships and relationships, and work together with the larger Valuing Sustainability FSP team within and across CSIRO.

Additionally, all 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 utilise 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 sustainability science, digital user experience in cross-cultural contexts, environmental science, economics, finance, sociology, rural studies, anthropology, geography, or similar. However other disciplines would be considered.

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

1. Demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander people societies, culture and the issues affecting Aboriginal and Torres Strait Islander people in Australian society.
2. Demonstrated ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander people and work respectfully in partnership to deliver organisational goals and objectives.
3. Strong foundation or understanding in quantitative/qualitative analytical approaches and evidence of proficiency.
4. Experience designing and undertaking rigorous research. May include collecting primary data and managing fieldwork, developing survey instruments, hosting focus groups and holding interviews across diverse linguistic or socio-economic settings.
5. Demonstrated capacity to think and work independently, lead research projects, conduct high-level workshops and conferences, and work collaboratively and productively with a range of external stakeholder groups with minimal supervision.
6. A current driver’s licence.

## **Desirable:**

1. Evidence of application of sustainability data systems, metrics, evaluation or information technology solutions in Indigenous and/or other socio-ecological systems.
2. 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.
3. Experience and comfortability with exploring and contributing to trans-disciplinary science outcomes.
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 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 (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.

Include if relevant:

* 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 applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
* The successful applicant is required to provide contact details of at least one Aboriginal and/or Torres Strait Islander Cultural Referee.

**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 CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)