# 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 Stem Cells and Cell Immunotherapy for Cancer |
| Job Reference | 75394 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$88,163 to AU$96,573 pa + up to 15.4% superannuation |
| Location(s) | Clayton, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Permanent Residents * Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible onshore candidates) |
| Position reports to the | Group Leader – Biology R&D |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Ben Cao via email at [ben.cao@csiro.au](mailto:ben.cao@csiro.au) or  phone +61 3 9545 2566 |
| 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 Postdoctoral Fellow will work with CSIRO researchers and experimental staff to deliver impactful and translational biomedical research with a focus on developing new innovative methods for improving cell-based immunotherapies for the treatment of cancer.

This multi-disciplinary project is at the interface of stem cell research, regenerative medicine and immunology and will provide a unique opportunity for the post-doctoral Fellow to develop existing and new expertise in gene engineering technologies, applied immunology and animal xenograft/transplantation models.

### Duties and Key Result Areas:

* Design, manage and execute innovative, impactful research that will lead to novel and important scientific outcomes.
* Analysis/interpretation of data and troubleshooting protocols, experiments and analytics.
* Perform experimental work such as, but not limited to, primary human and murine cell isolation, tissue culture, flow cytometry (analysis and cell sorting), cell/gene editing methodologies (DNA construct design, cell transfection/transduction, CRISPR/cas9 etc), western blotting, ELISAs, RT-PCR, animal work (mice).
* Immune cell characterisation, analysis and functional assessment (*in vitro* and *in vivo*), including drafting of animal research ethics applications.
* Accurate and timely completion of records (such as laboratory notebooks, including electronic notebooks).
* Work collaboratively as part of a multi-disciplinary team to complete tasks in support of CSIRO’s scientific objectives.
* Participate in process reviews, drafting of safety documents such as activity risk assessments and safe work instructions.
* Presentation of results at internal meetings and national/international conferences.
* Draft manuscripts for publication.
* Supervision of students.

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

* + 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 Cell Biology, Immunology, Biotechnology or Biochemistry.

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. Research experience in immunology and/or cell immunotherapies.
2. Demonstrated experience in multi-parameter flow cytometry (>5 fluorophores).
3. Demonstrated experience in primary cell isolation/purification (human and/or mouse), analysis and functional assessment (*in vitro* and/or *in vivo*)
4. Demonstrated experience in cell/gene engineering techniques
5. Demonstrated competence in data/statistical analysis (e.g. FlowJo software, GraphPad Prism) and data presentation (e.g. MS Office applications, Adobe Illustrator).
6. 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.
7. A sound history/record of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
8. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Experience in DNA construct design, chimeric antigen receptor (CAR) immune cells.
2. Experience in aseptic techniques, western blot analysis, molecular biology and small animal models (mice).
3. Experience in stem cell research and in vivo transplantation models (mice).
4. Proven ability to investigate and troubleshoot complex problems, present logical alternative solutions which can be discussed, tested and adopted.

To be appointed to this CERC Postdoctoral Fellowship role within CSIRO, candidates will be expected to commence employment by December 2021/January 2022. 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

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 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:

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

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