# 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 vitro and in vivo assay development |
| Job Reference | 75661 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$88,163 to AU$96,573 pa + up to 15.4% superannuation |
| Location(s) | Clayton |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Research Team Leader – Niche Biology Team |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Shen Heazlewood via email at Shen.Heazlewood@csiro.au or  phone +61 3 9518 5920 |
| 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 Post-doctoral Fellowships** provide opportunities to scientists who have completed their doctorate and have less than three years relevant post-doctoral work experience. These fellowships aim to develop the next generation of future leaders of industry through:

* Research training via Research and Development projects with Industry Partners 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 and working with industry 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 successful CERC Fellow will work with CSIRO researchers and experimental staff to deliver on an array of commercial projects with multiple industry partners. This work includes, but is not limited to, engaging with commercial entities (biotechnology companies, start-ups and SMEs) to understand their needs, drafting experimental protocols and research proposals/agreements, performing and/or overseeing staff performing experimental work, assay development and/or troubleshooting, data collection and analysis, data interpretation and presentation as well as drafting research reports. Our clients include Australian researchers, biotechnology, pharmaceutical and biopharmaceutical companies and our mandate is to help support the development of new biologics and the growing biotechnology industry within Australia. Our work utilises *in vitro* and *in vivo* functional assays to support the development of new cancer therapeutics; and understanding their mode of action.

### Duties and Key Result Areas:

Under the direction of senior research scientists, the successful Industrial Post-doctoral Fellow will:

* Carry out innovative, impactful research of importance to our industry partners that will, where possible, lead to novel and important scientific outcomes.
* Analysis and interpretation of data.
* Draft documents including client reports and standard operating procedures (if required, in adherence to the client’s Quality Management System (QMS)).
* Actively participate in client and project meetings and contribute to decision making.
* Perform experimental work such as, but not limited to, primary human and murine cell isolation, flow cytometry, proliferation assays, cell cycle assays, western blotting, tissue culture and RT-PCR.
* Assist with in vitro assay development (functional assessment of drugs, antibodies and/or proteins), including experimental design and quality control.
* Assist with in vivo assay development (mouse and rat models) including drafting of animal research ethics applications.
* Troubleshooting protocols, experiments, analytics and scientific equipment.
* Accurate and timely completion of records (such as laboratory notebooks, including electronic notebooks).
* Participate in process reviews, drafting of safety documents such as activity risk assessments and safe work instructions.
* When required, contribute to the maintenance of the laboratory (eg. general cleaning, the purchasing and inventorying of reagents).
* Understand and abide by human and animal ethics associated with specific projects.
* Oversee the activities of less experienced staff, providing guidance on experimental and/or technological techniques and protocols.
* Communicate openly, effectively and respectfully with all staff, clients, collaborators and suppliers in the interests of good business practice as well as enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary team to complete tasks in support of CSIRO’s scientific objectives.
* 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.
* Proactively undertake development to grow effective researcher capabilities to support career 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, Oncology, Biotechnology or Biochemistry.

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

1. Demonstrated competence in multi-parameter flow cytometry (>6 fluorophores).
2. Demonstrated competence in data/statistical analysis (e.g. FlowJo software, GraphPad Prism) and data presentation (e.g. MS Office applications, Adobe Illustrator).
3. Demonstrated experience in performing *in vitro* and/or *in vivo* assays.
4. Proven ability to investigate and troubleshoot complex problems, present logical alternative solutions which can be discussed, tested and adopted.
5. High level written and oral communication skills with the ability to present research outcomes effectively internally and externally.
6. A track record of science innovation and creativity, including the ability and willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Demonstrated competence in drafting technical documents such as standard operating procedures and activity risk assessments.
2. Experience in working under a Quality Management System (QMS).
3. Experience with assay development including quality control (QC) implementation.
4. Experience in drug discovery research (small molecules, proteins, antibodies), cancer research and/or immunology.
5. Experience with aseptic techniques, western blot analysis (manual and/or automated), PCR and small animal models (mice and/or rats).
6. Experience with leading and directing people and projects, co-operating with others to achieve organisational goals in a timely manner, showing flexibility and adaptability to re-prioritise work when required to address issues promptly.
7. Prior experience with industry engagement and/or experience in business development.
8. A current Australian driver’s licence.

To be appointed as an Industrial 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 the following conditions:

* The successful candidates 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 will also be required to complete a Working with Children Check.
* The successful candidate may be required to prove they have been, or understand the risks and of their own choice not be, vaccinated for Hepatitis B.
* If the successful candidates are 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.

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)