# 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 the discovery of ‘Next Generation lipids’ for future mRNA vaccines |
| Job Reference | 80204 |
| 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) | Clayton, Victoria |
| 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 | Senior Research Scientist |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Ben Muir via email at ben.muir@csiro.au or phone +61 9 545 2452 |
| 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 full-time or equivalent.**

The CERC Fellow will focus on the development of new cationic lipids for mRNA based vaccine formulations that can be produced at scale with precursors that are readily available. The lipids will be developed using machine learning and modelling methods and screened for performance *in vitro* and *in vivo*. The CERC Fellow will have access to robotic automation and flow chemistry methodologies, and state of the art biological testing facilities. The CERC Fellow will work closely with industrial partners to develop scalable techniques for the production of mRNA vaccine components. This will be done within national and international settings, and as part of a diverse multidisciplinary team.

### Duties and Key Result Areas:

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

* + Develop and implement methods to model and discover potential lipids and chemical routes and integrate machine learning software into lipid design as part of a data driven science initiative to accelerate material optimisation workflows.
  + Implement these methods efficiently on CSIRO-specific high throughput testing systems including robotic synthesis and analysis platforms, and in the domain of flow chemistry.
  + Explore different organic and recombinant synthesis methods using the newly developed modelling software for the production of novel cationic lipids.
  + Screen the optimised cationic lipids produced for mRNA delivery efficacy and cytotoxicity *in vitro.*
  + Scale up synthesis and in vivo gene expression experiments using the lipid formulations discovered (in partnership with Boron Molecular, Health and Biosecurity, and RMIT).
  + Actively participate in the experimental research program, including sample preparation and analysis.
  + Carry out innovative, independent, high impact research of strategic importance to CSIRO, with the aim of achieving important innovative and wide-reaching scientific outcomes and ideas for further research.
  + 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 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 Organic or Physical Chemistry for the production of lipid-based molecules and formulations.

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

1. Experience in synthetic organic chemistry or use of flow chemistry and high-throughput or automated techniques.
2. Experience or knowledge of machine learning techniques applied to the chemical sciences.
3. Experience or knowledge of structure-property relationship, relating to the creation of functional nanoparticles.
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 authorship of scientific papers, reports, grant applications or patents.
6. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Experience in use of modelling and machine learning and computer programming skills.
2. Experience in therapeutic nanoparticle formulation (lipid synthesis) or use of oligonucleotides.
3. Experience in conducting biomedical research using cell lines.
4. The ability to 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.

* AAHL - Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Animal Health Laboratory (AAHL) Site.
* 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 the CSIRO [Australian Centre for Disease Preparedness](https://www.csiro.au/en/Research/Facilities/AAHL)

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

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/Research/BF)

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