# 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 Adaptation Genomics and Epigenomics of Fishes |
| Job Reference | 76356 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$88,163 to AU$96,573 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Hobart, Tasmania |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents * Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible candidates) |
| Position reports to the | Science Leader, Australian National Fish Collection, National Collections and Marine Infrastructure |
| Client Focus – Internal | 85% |
| Client Focus – External | 15% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Bruce Deagle via email at [Bruce.Deagle@csiro.au](mailto:Bruce.Deagle@csiro.au) or phone +61 3 6232 5420 |
| 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.**

**Adaptation genomics and epigenomics of fishes**

This position will involve using molecular laboratory and bioinformatic approaches to investigate genetic mechanisms underlying adaptation in fishes. The research will focus on cartilaginous and/or bony fish that have genomic resources available and can be sampled to span environmental gradients. The aim is to investigate the relationship between conventional genetic variation (i.e., genome-wide SNPs) and epigenetic variation (DNA and chromatin modifications) at a population-level in a few representative species. The successful candidate will work with scientists within the CSIRO Australian National Fish Collection (ANFC), as well as collaborators (molecular ecologists and bioinformaticians) from other CSIRO teams. This project will also provide opportunities for collaboration with leading national and international scientists.

The focus of the project will be on producing and analysing datasets that assess genetic/epigenetic variation in natural fish populations. Methodological and experimental innovations will be required to obtaining useful measures of population-level epigenetic variation. The outcome will be a better understanding of new genetic biomarkers to study fish diversity and insight into fundamental mechanisms underlying the process of adaptation.

### Duties and Key Result Areas:

* Work with the ANFC Science Leader and other internal and external collaborators to design and implement a research project on genetic/epigenetic variation in natural fish populations.
* Carry out and coordinate laboratory analysis of fish samples in CSIRO genetics laboratories and through external genomic service providers. Techniques include DNA extractions, library preparation for next generation sequencing, development of targeted genetic/epigenetic assays.
* Carrying out and coordinating bioinformatic analysis of full genome sequence data from non-model fish species.
* Undertake statistical analysis of datasets with an emphasis on comparing genome-wide SNP and epigenetic datasets produced by the successful applicant during the project
* Write scientific publications and present research outcomes at national and international conferences

Under the direction of senior research scientists and engineers, 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 explore 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 marine molecular ecology, molecular biology, marine biology, bioinformatics.

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. A strong understanding of the biology of cartilaginous and/or bony fish. Especially population genomics, evolution, and diversity.
2. Demonstrated experience working in genetics laboratories with practical experience in DNA extractions, library preparation for next generation sequencing, development of targeted genetic/epigenetic assays based on full genome sequence analysis.
3. Experience carrying out bioinformatic analysis of genomic datasets, including analysis of genome wide SNP datasets for population genetic inference.
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 epigenetic laboratory methods (e.g., Whole Genome Bisulfite Sequencing, Targeted Methylation Sequencing, ATAC-seq) and/or associated data analysis.
2. Demonstrated ability to implement novel bioinformatic approaches in a research project using R, Python or experience with other core genomic computational methods.
3. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
4. **The ability to** co-ordinate field-based collections **and work effectively as part of a multi-disciplinary 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 ($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

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.

**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 the CSIRO [National Research Collections Australia](https://www.csiro.au/en/Research/Collections)