# 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 Larval Connectivity and Recovery of Coral Reefs |
| Job Reference | 72663 |
| Tenure | Specified Term of 2 years  Full-time |
| Salary Range | AU$86,434 to AU$94,679 pa + up to 15.4% superannuation |
| Location(s) | St Lucia, Brisbane |
| 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 | Senior Research Scientist |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 1 |
| Enquire about this job | Contact Christopher Doropoulos via email at christopher.doropoulos@csiro.au or phone +61 7 3833 5652 |
| 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, in this case, have at least one year of 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.

**The Postdoctoral Fellow will be appointed for two years, with a possible extension for a third year depending on funding and alignment with research strategy.**

This Postdoctoral Fellow will be responsible for leading, implementing and delivering research for the EcoRRAP Limitations to Early Recovery project, part of the Reef Restoration and Adaptation Program, and will have intellectual ownership of the research direction towards delivering the project’s requirements. The opportunity is based within the Coasts Program of the CSIRO Oceans and Atmosphere Business Unit, within the domain of Nature-based Solutions for Coastal Protection and Restoration. You will work as part of a collaborative team principally between CSIRO and University of Queensland, with additional collaborators at the Australian Institute of Marine Science (AIMS).

The Postdoctoral Fellow will investigate variations in coral larval supply and relationships with coral settlement and validate connectivity modelling so that restoration strategies are well informed, to identify where and when enhancement of larval supply is warranted for upscaled coral reef restoration. Work will involve ambitious field activity, linking with genetic and predictive particle modelling. The Postdoctoral Fellow will add value to existing projects, and directly inform managers about key ecological processes on coral reefs by focusing on field, lab, and modelling experiments that allow testing of novel questions using cutting-edge science.

### Duties and Key Result Areas:

* Under the direction of senior research scientists, plan and carry out innovative, impactful research of strategic importance to CSIRO and the RRAP that will, where possible, lead to novel and important scientific outcomes.
* Formulate specific testable hypotheses to investigate variations in coral larval supply and settlement to coral reefs, the role of this variation in affecting rates of reef recovery, and strategic decision making for when and where larvae need to be applied for large-scale and long-term recovery.
* Design experiments to investigate variations in the supply and settlement of coral larvae to reefs, using a combination of approaches including state-of-the-art particle modelling and molecular quantification with classic plankton sampling techniques.
* Statistically analyse the experimental results to determine relationships between model predictions, coral larval supply and coral settlement.
* Lead publications of the above research.
* Produce high quality scientific and/or engineering papers suitable for publication in quality journals, for client reports and granting of patents
* Prepare appropriate conference papers and present those at conferences as agreed with your supervisor
* Contribute to the development of innovative concepts and ideas for further research
* Contribute to the supervision of Research and Higher Degree students, and research technicians
* Make a contribution to the effective functioning of the research team and help deliver CSIRO’s organisational objectives and plans
* Work collaboratively with colleagues within your team, the business unit and across CSIRO
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Undertake an appropriate training and development program developed by CSIRO.
* 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 in a relevant discipline area, such as coral reef ecology or environmental sciences.

***Note: To be eligible for this role you must have at least one year of relevant postdoctoral research experience, but no more than six full-time equivalent years of experience since confirmation of your doctorate at the end of this (advertised) postdoctoral term.***

1. Experience with ecological field experiments, preferably with corals or similar taxa.
2. Demonstrated high level of quantitative statistical proficiency.
3. **Current SCUBA diving certificate or the ability to obtain one.**
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 coral biology and/or early life-history stages of marine invertebrates.
2. Experience in connectivity modelling.
3. Experience with genetic data.
4. Current Australian driver’s and boating licence or the ability to obtain these licences.
5. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
6. **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 ($83,687). 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 may 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/)!

Find out more about CSIRO [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)