# Position Details

## CSIRO Early Research Career (CERC) Postdoctoral Fellowship– CSOF4

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in Quantitative Coastal Marine Ecology |
| Job Reference | 75723 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$88,163 to AU$96,573 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | St Lucia (Brisbane), Queensland |
| 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 onshore candidates) |
| Position reports to the | Senior Research Scientist |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Megan Saunders via email at [megan.saunders@csiro.au](mailto:megan.saunders@csiro.au) or phone +61 07 3214 2228 |
| 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.**

This Postdoctoral Fellow will be responsible for leading, implementing and delivering research for the project “Scaling up coastal marine restoration by harnessing facilitation among habitats”, and will have intellectual ownership of the research direction towards delivering the project’s requirements. The opportunity is based within the Coasts and Oceans Research (COR) 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 with researchers at CSIRO and partner agencies including an NGO, the Queensland State Government, Duke University, and Van Oord Marine Contractors.

This project will investigate how restoring connected marine habitats can achieve larger-scale and more effective restoration outcomes. The Postdoctoral Fellow will investigate the spatial scales of ecological facilitation among coastal habitats such as coral reefs, seagrass meadows, oyster reefs, mangroves, saltmarsh and/or kelp beds. Work will involve synthesis and modelling, which may consist of statistical, decision support, and/or process-based ecological or coastal oceanographic modelling, depending on the skills and interests of the fellow, as well as development of a web-based communication tool. The findings will be used to inform cost-effective decision-making strategies for coastal restoration. Opportunities for empirical field research in intertidal or subtidal ecosystems will be encouraged for suitably qualified applicants. The Postdoctoral Fellow will lead independent research in collaboration with the project team, and directly inform managers about key ecological processes in coastal ecosystems relevant to restoration by focusing on research that allows testing of novel questions using cutting-edge science.

### Duties and Key Result Areas:

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

* Use novel analysis techniques to synthesize and assess the interaction directions, strengths, and distances of facilitative ecological processes among coastal habitats. Key processes to target may include water filtration, nutrient uptake, wave attenuation, and/or fish connectivity.
* Assess trade-offs and spatial dependencies over multiple scales when restoring multiple habitats in connected coastal seascapes aimed at improving effectiveness and scalability of ecological recovery efforts.
* Translate outcomes of research activities to partners and end-users, for instance, through leading workshops and by developing interactive web-tools.
* Produce high quality scientific papers suitable for publication in quality journals.
* Prepare appropriate conference papers and present those at conferences as agreed with your supervisor.
* Work collaboratively with colleagues within your team, the Oceans and Atmosphere business unit, across CSIRO, and with external partners.
* Undertake an appropriate training and development program developed by CSIRO.
* 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 ecology, conservation, ecological modelling, oceanography, or statistics.

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. Knowledge of coastal marine ecosystems and ecosystem services.
2. Demonstrated experience in computer programming (e.g. in R, Matlab, Python, or similar).
3. Experience in, or potential to, coordinate and facilitate workshops (in person or virtual) with participants from diverse backgrounds and across different time zones.
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 and capability in leading and conducting intertidal and/or diving field work in coastal environments in a research setting, with certifications appropriate to the particular type of field research (e.g. Coxswains ticket for small boat based research; Scientific Diving certification for subtidal research; a current driver’s license for all field based research).
2. Experience in research or practice of ecological restoration.
3. Expertise in conducting spatial ecological data analysis or modelling.
4. Experience in industry engagement with governmental, non-governmental, or private sector partners.
5. **The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.**

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 [Oceans and Atmosphere](https://www.csiro.au/en/Research/OandA)