# 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 Earth System Modelling with focus on terrestrial carbon uptake and storage |
| Job Reference | 79847 |
| 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) | Aspendale and Clayton, Melbourne |
| 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 | Team Leader, Land Surface and Ocean Biogeochemistry |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Tilo Ziehn via email at [tilo.ziehn@csiro.au](mailto:tilo.ziehn@csiro.au) or phone +61 3 9239 4560 |
| 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 or part time equivalent.**

The Postdoctoral Fellow will join a vibrant team of international leaders in carbon cycle science and earth system modelling. They will use the Earth System Model (ESM) version of the Australian Community Climate and Earth System Simulator (ACCESS) to assess the consequences for the Australian terrestrial biosphere of actively removing CO2 from the atmosphere, drawing from existing ACCESS and other ESM submissions to the 6th phase of the Coupled Model Intercomparison Project (CMIP6), and through designing, running and analysing new experiments.

The role sits within the “Modelling the Earth System” Group in CSIRO’s Climate Science Centre. The successful candidate will be someone who wants to work in a team, has keen interest in earth system science and a strong drive to deliver science in support of the Paris Climate Agreement.

### Duties and Key Result Areas:

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

* Analyse experiments performed for the Carbon Dioxide Removal Model Intercomparison Project (CDRMIP) and for other relevant CMIP6 MIPs.
* Provide an assessment and evaluation of carbon dioxide removal experiments for Australia.
* Design and perform new experiments with the state-of-the-art earth system model ACCESS to assess the impact and potential of carbon sequestration through the deployment of Negative Emissions Technologies (NETs) under climate change.
* Provide a quantification of the potential of NETs and carbon sequestration, and approaches that are viable in the unique Australian environment under a changing climate.
* Publish findings in reports and high-impact, internationally recognized peer-reviewed journals.
* Undertake regular reviews of relevant literature.
* 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.
  + Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
  + 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
  + 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 Mathematics, Physics or Earth System Science.

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

1. Strong skills in high-level computer programming, and familiarity with command-language scripting in Unix or Linux environments.
2. Strong background in one or more areas of earth sciences.
3. Demonstrated experience in modelling for one or more of the following areas
   1. land surface processes,
   2. carbon cycle processes,
   3. other climate and/or earth system processes.
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 record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
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.**

## **Desirable:**

1. Experience in running or using global land surface models, preferably CABLE.
2. Experience in running or using climate or earth system models, preferably ACCESS.
3. Experience in analysing outputs from climate or earth system models including the use of PYTHON and NetCDF format.
4. Experience in high-performance computing (i.e. use of super computers).
5. Experience in carbon dioxide removal or negative emissions technologies.
6. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
7. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents

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.

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