# Position Details

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

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in Predicting Coastal Risk in a Changing Climate |
| Job Reference | 91096 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$92,624 to AU$101,459 pa + up to 15.4% superannuation |
| Location(s) | Melbourne, VIC; Hobart, TAS; Canberra, ACT; or Perth, WA |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens Only * Australian/New Zealand Citizens and Australian Permanent Residents * 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, Sea Level, Waves and Coastal Extremes, Climate Intelligence Group, CSIRO Environment |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Ron Hoeke via email at [Ron.Hoeke@csiro.au](mailto:Ron.Hoeke@csiro.au) |
| 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 areas 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.**

In the face of sea-level rise and other climatic changes, how will local coastal inundation and erosion risks unfold and what will the impacts to human and natural systems be? These are among the most uncertain questions posed by climate change. The CERC Postdoctoral Fellow will apply and further develop novel hybrid frameworks, consisting of geophysical models combined with machine learning (ML) and big data science algorithms, towards answering these questions for Australia and neighbours. To do so, the CERC Fellow will work closely with the CSIRO research team’s oceanographers, modelers and climate scientists as well international collaborators who have lead development of such evolving rapidly hybrid coastal hazard/risk frameworks. It is anticipated that outcomes of this research will feed directly into national and international efforts to improve preparedness for climate-related natural hazards and resilience to climate change, such as the Australia Climate Service (<https://www.acs.gov.au/>).

### Duties and Key Result Areas

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

* Using existing skills, and/or developing new skills where necessary, establish a thorough, up-to-date understanding of multi-variate and extreme value statistics, machine learning (ML) frameworks (potentially with extension to deep learning) and surrogate modelling as applicable to climate change and coastal impacts modelling.
* Working closely with the core research team and international collaborators, investigate and develop “hybrid” dynamical/ML applications for coastal hazards for a range of coastal/climatological regimes, this will involve:
* Accessing and exploiting the latest suites of global and regional climate simulations and multi-variate statistical tools via high-performance computing systems (HPC);
* Leveraging cutting-edge, high-resolution coastal dynamical (numerical) modelling provided via CSIRO project teams; and
* Working with other research team members on shared scientific code development and large dataset manipulation/optimization in a Linux environment
  + Communicate research results and associated via peer-reviewed publications and other scientific and policy/stakeholder fora; particularly in regards to computational tractability, ability to reduce risk uncertainty and appropriately inform policy for Australia and neighbouring countries.
  + 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
  + 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 Zero Harm 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

## **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 involve at least two of the following discipline areas: oceanography, meteorology, ocean engineering or climate science; *and* mathematics, multi-variate statistical modelling or artificial intelligence.

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

1. 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.
2. Familiarity with code development in Python, R, Matlab or similar scientific programming languages.
3. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
4. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
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.**
6. Passion for oceanography, meteorology, climate and/or other aspects of the earth sciences, particularly as applied towards gaining insight for improving the resilience of the human-earth-climate system.

## **Desirable**

1. Knowledge of multidimensional file structures such as netCDF, and handling of large scientific data sets.
2. Demonstrated proficiency in the Pangeo software ecosystem (https://pangeo.io).
3. Experience with earth science observations (both in-situ and satellite) and/or climate model/numerical model output.
4. Experience with numerical geophysical fluid dynamics models, particularly coastal hydrodynamics models (such a SWAN, Delft3D, SCHISM, ADCIRC, XBeach).
5. Experience with HPC systems and/or administering and configuring of Linux servers and virtual machines.
6. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.

## **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.

To be appointed to this CERC Fellowship role within CSIRO, candidates will be expected to commence employment **by 30 June 2023**. Candidates are also 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 (AU$89,680). 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 Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* 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. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO Sea Level, Waves & Coastal Extremes](https://research.csiro.au/slrwavescoast/) for more information.

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* People First
* Further Together
* Making it Real
* Trusted