# 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 Digital Pandemic Preparedness |
| Job Reference | 77682 |
| 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) | Negotiable - Sydney, NSW; Adelaide, SA; Brisbane, QLD; Canberra, ACT; or Melbourne, VIC are options and remote is a possibility.  |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All candidates
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| Position reports to the | Team Leader |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Laurence Wilson via email at Laurence.wilson@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 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 or full time equivalent.**

The Australian e-health research centre (AEHRC) is CSIRO’s digital health research unit delivering innovation to the health system. It is the largest eHealth research group in Australia with more than 100 research scientists working with clinicians and industry to identify the clinical and/or health challenges. AEHRC is worldwide and unique in covering the full value chain from basic science through to clinical application and assessing their impacts on Australian and international health systems.

Within the AEHRC, the charter of the Transformational Bioinformatics Group is to develop novel bioinformatics solutions for research and industry using the latest in cloud and BigData infrastructure.

The Postdoctoral Fellow will join this group from the AEHRC and collaborate closely with both other researchers from CSIRO and external collaborators to drive research into and develop new models and methods for pathogen surveillance. The candidate will lead work into understanding what factors drive pathogen evolution and how these changes impact disease progression and outcome.

### Duties and Key Result Areas

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.
* Develop innovate concepts, theories, tools and techniques related to and methods for pathogen surveillance.
* Undertake regular reviews of relevant literature and patents.
* Produce high quality scientific and/or engineering papers suitable for publication in peer-reviewed journals, client reports, blog posts, and granting of patents
* Prepare appropriate conference papers and present those at conferences as agreed with your supervisor, as well as YouTube videos to showcase approaches and findings.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO.
* Recognise and exploit opportunities for commercialization and innovation by engaging clients and developing business acumen.
* Utilise design thinking methodology to plan and prepare research proposals and apply non-academic impact methodology to research projects.
* 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 plans and policies, 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) in a relevant discipline area, such as 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. Experience/familiarity with pathogen multi-omic data (in particular time-series data).
2. Evidence of advanced data analytics and programming capabilities in more than one language relevant for bioinformatics (e.g. Python, Java, C++, Scala, BASH, R, Julia).
3. 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.
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. Proven ability to develop user-friendly tools/pipelines/platforms and apply them to answer complex research questions
2. Experience with Machine Learning concepts
3. Experience in communicating research findings to a diverse audience using various mediums (e.g. through Blogs, Twitter, YouTube)
4. 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 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 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 [Health and Biosecurity](https://www.csiro.au/en/Research/BF) 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