# 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 Search and Natural Language Process for Precision Medicine |
| Job Reference | 88742 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$89,926 to AU$98,504 pa + up to 15.4% superannuation |
| Location(s) | Brisbane, QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Research Team Leader, Health Data Interoperability |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Bevan Koopman via email: [Bevan.Koopman@csiro.au](mailto:Bevan.Koopman@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) 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.**

### Overview of the Position

### The Postdoctoral Fellow will contribute to projects in collaboration with healthcare stakeholders and academic partners. These projects will include the solving of research challenges associated with Natural Language Process, Information Retrieval and Machine Learning on Health Data, particular free-text data. The position will focus both on research and the development and deployment of related applications to support our research.

### The CERC Fellow will form part of the high-performing Health Data & Machine Learning Team within the Australian e-Health Research Centre (AEHRC - http://aehrc.com/) – a world class centre undertaking research and development across health and biomedical informatics and health services. More information on CSIRO’s health data interoperability capabilities is available at: <https://aehrc.com/health-informatics/health-data-interoperability/>.

### Duties and Key Result Areas:

* Design, develop, and implement natural language processing, machine learning and information retrieval techniques in the health domain.
* Specifically, investigate, evaluate, and improve the above techniques for Precision Medicine – this is, medical care designed to optimize efficiency or therapeutic benefit for particular groups of patients, especially by using genetic profiling.
* Design and implement practical software solutions to support clinical text analytics, clinical information retrieval, evidence-based healthcare, and improved patient outcomes.
* Evaluate and perform statistical validation of developed methods.
* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Communicate your research in high impact journals and attending/present at key international conferences.
* Work with external domain experts (e.g., doctors) to ensure your research solves real problems.
* Co-supervise PhD and undergrad students.
* 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.

[**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**

*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: Natural Language Processing, Information Retrieval, Machine Learning

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

1. Demonstrated knowledge in machine/deep learning, with experience on dealing with textual data.
2. Demonstrated expert knowledge and experience in relevant empirical research methods, including text classification, information extraction, search ranking and retrieval, knowledge graph creation. Research experience with biomedical NLP or IR will be beneficial and highly regarded.
3. Demonstrated practical experience with machine learning libraries (e.g., scikit-learn), deep learning frameworks (e.g., TensorFlow or PyTorch) and/or NLP libraries and IR libraries.
4. Demonstrated technical ability in software development and programming skills.
5. 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.
6. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
7. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

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 (AU$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.
* 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 [Health and Biosecurity](https://www.csiro.au/en/Research/BF)