# 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 Responsible Innovation in Northern Australian Agriculture |
| Job Reference | 84783 |
| Tenure | Specified Term of 3 years Full-time |
| Salary Range | AU$89,926 to AU$98,504 pa + up to 15.4% superannuation |
| Location(s) | Darwin, NT |
| 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)
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| Position reports to the | Senior Research Scientist |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Emma Jakku via email at Emma.Jakku@csiro.au or phone +61 7 3833 5739 |
| 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 full-time or equivalent.**

The CERC Postdoctoral Fellow will operate equally across CSIRO’s [Responsible Innovation Future Science Platform (RI FSP)](https://research.csiro.au/ri/#:~:text=The%20Responsible%20Innovation%20%28RI%29%20FSP%20is%20a%20program,the%20Responsible%20Innovation%20Future%20Science%20Platform%20Show%20transcript) and the Land and Water Business Unit, and will contribute to research into the social, community and ethical implications of agricultural industry expansion within Northern Australia.

Agricultural industries are looking to expand into Northern Australia, bringing new economic and social opportunities to the north. One industry seeking to expand its footprint across the Northern Territory and Queensland is cotton. While technological innovations place the future for northern cotton within reach, such a shift will have transformative and long-term effects on these regions. This not only comprises the environmental consequences of such efforts which receive ample attention in our science portfolio (e.g., water use), but will also include a host of social, community and ethical implications and trade-offs in navigating what it will take to establish a northern cotton industry for the future. Addressing these potential risks and benefits is particularly critical given that those potentially affected are not only local producers who may be integrating or adopting cotton production, but also their supply chains, wider communities, and the Traditional Owners of the land on which these actions will be implemented.

The CERC Postdoctoral Fellow will expand CSIRO’s scientific focus beyond demonstrating the technical and environmental sustainability of northern industry expansion, to better anticipate and plan for the societal nature of such regional-scale disruption. The CERC Fellow will contribute to the Responsible Innovation Future Science Platform, which is a program of research that assesses the potential risks, benefits and uncertainties of future science and technology and ensures socially responsible science and technology is designed and delivered for all Australians.

The CERC Fellow will therefore draw on responsible innovation as a conceptual lens to examine the social and ethical risk management of regional-scale disruption, particularly in relation to:

* Risk management for environmental scale interventions (i.e., science or technology driven interventions that create change or disruption at the landscape, regional or climate scale, e.g., expansion of the cotton industry into new regions);
* Risk management for farm business enterprises (e.g., effects of adding cotton crops to the farm business on other parts of the business); and
* Socially responsive genetic technologies (i.e., cotton)

The CERC Postdoctoral Fellow will work as part of a collaborative team with researchers at CSIRO and several partner agencies and will be expected to regularly communicate with managers and other stakeholders.

### Duties and Key Result Areas

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

* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Recognise and utilise opportunities for innovation and further development and application of conceptual and methodological approaches to socio-environmental disruption and regional-scale change.
* Translate outcomes of research activities to partners and end-users, for instance, through participation in management meetings, field visits and presentations.
* Produce high quality scientific papers suitable for publication in peer reviewed journals, and internal and external reports. Prepare appropriate conference papers and present those at national and international conferences as agreed with their supervisor.
* 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.
* Work collaboratively with colleagues within the team, the business unit and across CSIRO.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, including ethical human research and privacy requirements, 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

## **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 sociology, political science, governance studies, human geography, science and technology studies, innovation studies, or similar.

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. Demonstrated experience in qualitative (and potentially quantitative) methodologies and analyses, including stakeholder mapping and analysis, conducting and analysing interviews, focus groups and workshops.
2. 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, including sector or place-specific case studies into agricultural expansion.
3. 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.
4. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
5. A record of science innovation and creativity, including the ability and willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable**

1. Experience in Responsible Innovation and/or risk governance approaches.
2. Demonstrated ability to facilitate strong stakeholder participation and ownership of the research process and outcomes, including an ability to manage ambiguity in these processes.

## **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 (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 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/), [Land and Water](https://www.csiro.au/en/about/people/business-units/Land-and-Water) and [Responsible Innovation FSP](https://research.csiro.au/ri/#:~:text=The%20Responsible%20Innovation%20%28RI%29%20FSP%20is%20a%20program,the%20Responsible%20Innovation%20Future%20Science%20Platform%20Show%20transcript) 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