# Position Details

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

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in Structural Geology |
| Job Reference | 88465 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$87,068- AU$98,504 per annum plus up to 15.4% superannuation |
| Location(s) | Perth, WA |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader, Structures and Basins |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Please contact Susanne Schmid on [Susanne.Schmid@csiro.au](mailto:Susanne.Schmid@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.**

CSIRO Mineral Resources (CMR) is one of the largest minerals research and development groups globally, with a proud track record in delivering innovation and solutions across the mineral resources value chain. At CMR, we apply our expertise and focus our research to deliver innovation that solves some of the most complex problems faced by our society. Indeed, the current morphing of the world energy mix drives a strong increase in the needs for critical, base and energy metals used in various instances of the decarbonisation of our economies. CMR’s Discovery Program comprises multidisciplinary teams of STEM researchers, all focused on developing new technologies and concepts for exploration through cover and advancing orebody knowledge.

The CERC Postdoctoral Fellow in Structural Geology in the CMR Discovery Program will work with a multidisciplinary group of CSIRO researchers, mining and exploration industry and government agencies. The role will engage in applied research from basin to deposit-scale and will mainly focus on the structural evolution of sedimentary basins and orogenic belts, basin reconstruction, and integration of multi-disciplinary datasets in 3D basin or deposit models. The exposure to a wide range of related fields will mean that the CERC Fellow is poised to play a key role around adapting basin techniques outside this field of research.

The team recognises that Aboriginal and Torres Strait Islander people have made and will continue to make extraordinary contributions to Australian culture, economy and science and we aim to promote and support the vision of ‘A science landscape in respectful partnership with Indigenous Australia delivering innovative, sustainable, holistic solutions to meet our greatest national challenges’.

While working at CSIRO, you will be able to create a dynamic career path leveraging from your own experiences and identity. You will have access to a range of world-class facilities based at local universities where CSIRO has collaborative arrangements in place, and at other CSIRO sites across Australia. CSIRO provides an attractive remuneration package that includes a generous superannuation scheme, flexible work options, travel, and multiple leave options including paid maternity and parental leave.

CSIRO is also a member of the Science in Australia Gender Equity (SAGE) pilot, holds Gold Employer Status through the AWEI (Australian Workplace Equality Index), which sets a comparative benchmark for LGBTIQ+ inclusion for employers across all sectors and is committed to reconciliation with Aboriginal and Torres Strait Islander people.

### Duties and Key Result Areas

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

* Multi-disciplinary investigation of the structural evolution of sedimentary basins and orogenic belts.
* 3D and 4D reconstruction of sedimentary basin evolution.
* Undertake field work in remote areas of Australia when required.
* Communicate research or technical results in internal and external forums and, where applicable, contribute to and/or generate scientific publications.
* Communicate openly, effectively, and respectfully with all staff, clients, and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
  + 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
  + Utilise design thinking methodology to plan and prepare research proposals, and apply non-academic impact methodology to research projects
  + 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 be in a relevant discipline area, such as structural geology applied to sedimentary basins and/or orogenic belts.

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

1. Experience in building deposit to regional-scale 3D structural models of sedimentary basins and/or orogenic belts using multi-disciplinary datasets.
2. Experience in drill core and field work mapping of structures and sedimentary rocks.
3. Experience in 3D-4D structural reconstructions with one or more of the following software: KronosFlow, Moove or equivalents.
4. Experience in at least one or more additional criteria including, sedimentology, diagenesis, petrophysics, mineralogy.
5. Knowledge of one or more of the following software packages: GoCAD, Leapfrog, ArcGIS, Geosoft, or equivalents.
6. Demonstrated ability to work within a multi-disciplinary research team, plus the motivation and discipline to carry out autonomous research, to achieve organisational goals.

## **Desirable**

1. Experience in sediment-hosted deposits (e.g., copper, zinc, critical minerals).
2. Experience in python coding.
3. Experience in mineral systems science.
4. A record of high-quality reports and/or publications in peer-reviewed journals.
5. Experience in mineral exploration.
6. Experience in interpretation of geophysical data.

## **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 [Mineral Resources](https://www.csiro.au/en/about/people/business-units/Mineral-Resources) 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