# 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 Zero Waste Astrometallurgy – Novel Metals Extraction on Mars |
| Job Reference | 90772 |
| 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) | Clayton, Victoria |
| 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) |
| Position reports to the | Geometallurgy Team Leader, Carbon Steel Materials |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dr Mark Pownceby  [Mark.pownceby@csiro.au](mailto:Mark.pownceby@csiro.au) or phone +61 3 9545 8820 |
| 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 or full time equivalent.**

**Project Description**

This novel technology-based project is inspired by critical science challenges associated with the development of *In-Situ Resource Utilisation* (ISRU) capabilities. ISRU is an emerging space resource science that seeks to transform raw resources found in planetary environment into refined materials and consumables (air, water, propellants, building materials) which are essential to support sustained mission activities.

Significant challenges face the deployment of ISRU in planetary environments. ISRU is a complex space resource chain that links identification, extraction and processing subsystems and the current overall system technology readiness level is extremely low. Of these key elements, methods for achieving the *resource* *processing* component are least well understood, requiring significant science innovation and development to realize the potential of ISRU.

The project will develop in-place metal extraction technologies that will allow long-term exploration missions on Mars to take advantage of indigenous resources. The technologies will have direct application to sustainability goals of terrestrial resource industries, being inherently carbon-neutral, focused on renewable energy, and with a strong emphasis on minimal waste.

### Duties and Key Result Areas

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

* Conduct systematic thermodynamic modelling to identify optimum process conditions from a wide range of conditions (applicable for both terrestrial and Mars contexts) to produce an iron-rich alloy from Mars soils/regolith raw resources.
* Plan and conduct an experimental study under terrestrial and simulated Mars-like conditions followed by detailed materials characterization studies to demonstrate the feasibility and efficiency of the carbothermic reduction process and metal/alloy production and to provide an understanding of the reaction mechanism/kinetics.
  + Provide an assessment of co-products development from the silicate-rich residues after carbothermic reduction. This will include proposal and testing of specific materials processing routes such as sintering/melting of the residues to produce potentially useful structural products. The candidate will be expected to research the most suitable work-flow for the best possible products.
  + 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
  + 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.

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 Engineering (Chemical), Metallurgy, Earth and/or Space Sciences.

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

1. Experience in thermodynamic modelling of multicomponent systems using commercially available software packages (e.g HSC Chemistry, FactSage).
2. Demonstrated hands-on experience designing and conducting complex experimental investigations involving high temperature.
3. Experience in process modelling (e.g development of process flowsheet, including mass and energy balance).
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. A demonstrable interest in space-based research activities.
2. Experience in gathering and interpreting data from a broad range of chemical and mineralogical characterisation analysis techniques such as electron microscopy, x-ray diffraction, bulk chemical analysis.
3. Experience in mineral comminution and beneficiation processes.
4. Demonstrated capacity to supervise research postgraduate students
5. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
6. **The ability to work effectively as part of a multi-disciplinary, potentially regionally dispersed research team, plus the motivation and discipline to carry out autonomous research.**

## **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 ($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

* 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/Research/MRF" \o "Mineral Resources- CSIRO Website) 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