# 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 Ending Plastic Waste |
| Job Reference | 88050 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$89,926 to AU$98,504 pa plus up to 15.4% superannuation |
| Location(s) | Hobart, TAS preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader, Marine Biodiversity Risk & Management |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Denise Hardest via email at Denise.Hardesty@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.**

The role of the CERC Postdoctoral Fellow will be to develop and grow (with support and guidance) existing networks domestically and internationally, as well as to engage with external partners/collaborators. The Fellow will play a substantive role in project design, training, implementation, conducting of research, analysis, writing, reporting and dissemination of results in multiple fora.

The CERC Fellow will be supported to lead, growing a number of skills and engaging with partners domestically and internationally, including industry partners, government and intergovernmental bodies, and local councils. If the proposed project fails, while highly unlikely, there are multiple backup pans already initiated, which the Fellow will be supported to lead, with support form multiple CSIRO staff members.

The CERC Fellow will have the opportunity to build networks and deliver to ASEAN and COBSEA member countries, based on needs and assessment provided to CSIRO from multiple active member states.

### Duties and Key Result Areas

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

* Engage with internal and external partners/stakeholders.
* Undertake literature review(s) and policy review(s) for relevant jurisdictions.
* Carry out statistical analyses.
* Science communication which may include but is not limited to paper/report writing appropriate for different audiences.
* Represent CSIRO externally, including in public forums, with industry, the research sector and/or government.
  + 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 Ecology, Biological Sciences, Statistics or similar.

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. Knowledge and experience in research domain that can be applied to at least some of the following: plastics movement, plastics policy/ies, economics, supply chains, reverse logistics/transport, particle tracking models, human behaviour and decision making.
2. Experience in study/survey design, statistical analysis in R (or similar) including familiarity with GAMs, GLMS, GAMMs, regression modelling, etc.
3. Willingness to travel domestically and internationally to engage in face-to-face interactions with key partners and stakeholders.
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. Ability to build models to support project work which enables statistical geospatial models to predict waste losses to the environment, with empirical data incorporated;
6. Ability to and interest in summarizing and synthesizing findings in appropriate manner (peer- reviewed publications, reports, lay-person friendly formats such as fact sheets/conversation articles, others);
7. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
8. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable**

1. Experience and interest working across multicultural and transdisciplinary teams
2. Ability and interest to apply appropriate approaches to address emerging questions in managing complex ecosystem processes, including but not limited to machine learning (ML) through amalgamating diverse datasets;
3. Thrives in applying non-linear approaches to solve complex problems
4. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
5. **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 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/), [Ending Plastic Waste](https://www.csiro.au/en/about/challenges-missions/Ending-plastic-waste), [Marine Debris Research](https://research.csiro.au/marinedebris/), and [Oceans & Atmosphere](https://www.csiro.au/en/about/people/business-units/Oceans-and-Atmosphere) 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