# 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 Infectious Animal Diseases |
| Job Reference | 91487 |
| 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) | Geelong, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian and International Applicants  |
| Position reports to the | Team Leader |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Kathy Avent via email at Kathy.Avent@csiro.au or phone +61 3 5227 5630 |
| 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 area 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.**

**There are up to two CERC Postdoctoral Fellow positions available at ACDP.** ACDP’s purpose, in preparedness, prevention, detection and response to exotic disease threats affecting animals and people, is primarily delivered through the science it conceives and performs, along with managing the unique facility that is the Australian Centre for Disease Preparedness (ACDP). This delivers directly to three of CSIROschallenges - a Secure Australia and Region, Food Security & Quality and Health & Wellbeing.

Our strategy aims to combine both an extension of our capacity and capability, through development of new relationships with government, academia and industry, along with consolidation of activity in animal and zoonotic diseases, to increase critical mass and maximise the value of our combined resource.  The CERC Postdoctoral Fellows will aim to increase our research capability in Animal Infectious Diseases Research. The CERC Fellows will have key capabilities in one or more of the following animal infectious diseases research areas:

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| * Virology
* Molecular Biology
* Bioinformatics
* Phylogenetics and Virus Evolution
* *In vivo* animal models of disease
* *Ex vivo* models
* Pathogenesis
 | * Electron Microscopy
* Immunology
* Vaccine Development
* Diagnostic Test Validation Science
* Programming
* Biostatistics
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**Specific Project Opportunities**

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| **Title: Vaccine immunology – developing tools to assess post vaccination responses.** **Project Leader:** Kim Halpin (contact via kim.halpin@csiro.au)**Description:** The innate and adaptive immune systems are necessary to provide an effective immune response. However, measuring the innate and adaptive immune responses post-vaccination is not always easy or accurate. Developing new tools which accurately assess these responses will allow us to better evaluate the performance of vaccines, both during the vaccine development process and after a vaccine has been deployed in the field. **Required Bench Skills:** Protein characterisation and purification, ELISAs, assay development**Candidate Attributes:** Qualifications in immunology and/or protein biochemistry; keen interest in vaccines; demonstrated experience working within interdisciplinary teams. |
| **Title: Virus evolution and phylodynamics of potentially zoonotic avian influenza and other EID viruses****Project Leaders:** Frank Wong (contact via frank.wong@csiro.au )**Description:** Phylodynamics is an increasingly important field in viral disease research, that integrates epidemiological sample metadata (time, location and other epidemiological links, and host and ecological interactions) with evolutionary genomics and phylogenetics, to infer the potential origins of EIDs and inform on the disease ecology. Our project aims to gain epidemiological insights to identify potential environmental, and virus and host genetic factors that may be associated with disease and zoonotic risks, including host specificities, virus pathogenicity and tropism, virus distribution fitness and the ecological drivers of host species or population spill overs. Through a combination of targeted phylodynamic data analysis and big data mining, this position will explore and compare the epidemiological drivers of virus evolution and genomic diversity of potentially zoonotic avian influenza viruses in poultry and wild birds specific to selected host environments such as wild bird and domestic poultry populations in Australia and overseas. This position will also contribute to the development of phylodynamics and bioinformatics pipelines to investigate EID-related genomics and NGS data from EID wildlife surveillance projects undertaken in several Southeast Asian countries.**Required Experimental/Scientific Skills:** Experience in bioinformatics, evolutionary models and spatial phylodynamics; Analysis of metagenomics data to work on phylogenetics and host-pathogen evolution analysis; Competency in programming language (e.g. R, Python, UNIX). **Candidate Attributes:** Demonstrated collaborator and contributor to team goals; interest in broader host-pathogen evolution and interactions & spatial-network analysis to inform disease epidemiology; ability and willingness to travel overseas for project work.  |

### Duties and Key Result Areas:

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

* + 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 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

## **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**

#### 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 Virology, Molecular Biology, Bioinformatics, Ex Vivo Models, Electron Microscopy, Immunology, Vaccine Development, Diagnostic Test Validation Science.

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

1. 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.
2. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
3. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable:**

1. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
2. **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.**

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

**Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site:**

**To be eligible for this position you must be willing and able to:**

1. Certain positions including those working in the ACDP microbiological secure area will require security clearance at a level appropriate to duties of the position. Confirmation of the appointment is subject to obtaining that clearance.

2. It is essential that all work on exotic or emerging diseases carried out at ACDP is conducted in a safe manner to prevent the escape of the disease agents used, and to this end, all activities and personnel will be subject to appropriate microbiological security measures. Consequently, while working at ACDP, you may not reside on a property on which are kept any of the following animals: sheep, cattle, pigs, goats, horses, asses, mules and camelids, any other cloven-hoofed animal, fowls, turkeys, geese, domestic ducks, caged birds, emus or ostriches. Personnel working with diseases of aquatic animals may not keep aquarium fish at their place of residence and at times specific species may be excluded depending on the nature of the work conducted.

3. In addition, for a period of seven days after working in the microbiologically secure area of ACDP, personnel may not have close contact with any of the above animals, amphibians or birds or the actual places where these animals are held, or visit any aquatic animal farm or aquatic animal hatchery.

4. Working in the barrier maintained Small Animal Facility or the Werribee Animal Health Farm requires avoidance of additional animals such as mice, rats, guinea pigs, rabbits, ferrets and poultry of a minimum of 3 days prior to arrival.

5. Certain positions will require medical assessment and vaccinations against various agents which may include (where applicable) influenza, Hepatitis b, Rabies, Japanese encephalitis, Q Fever and SARS-CoV-2 or other agents if working with certain viruses. The successful candidate will be required to provide satisfactory evidence of vaccination against certain viruses / diseases prior to commencement and/or may be expected to be vaccinated against other viruses/diseases during the course of their employment.

6. Positions working at PC4 will also require a pre-employment psychological assessment.

7. Given ACDP’s role in the International Regional Program, there may be a requirement for some personnel to travel internationally and if required for this work, suitable staff should be able to obtain a valid passport and obtain applicable vaccinations.

8. In the event of an emergency disease response, ACDP may be required to implement the Emergency Animal Disease Response Plan and personnel may be directed to work in areas other than their usual assignment in order to meet the needs of the response. This direction may include work outside usual working hours, and may require working onsite

9. Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must be complied with at all times.

10. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the ACDP site.

**The successful candidate will be required to:**

1. 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.
2. Undertake a National Health Security Check (to be arranged post-commencement).
3. Obtain and maintain a Baseline security clearance (to be arranged post-commencement).
4. 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. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted

Find out more about the CSIRO [Australian Centre for Disease Preparedness](https://www.csiro.au/en/Research/Facilities/AAHL)