# Position Details

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

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| The following information is for applicants |
| Advertised Job Title  | CSIRO Winanga-y Postdoctoral Fellowship in Indigenous Food Systems |
| Job Reference | 94746 |
| Tenure | Specified Term of 3 years Full-time or full-time equivalent |
| Salary Range | AU$92,624 to AU$101,459 pa (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Brisbane preferred (other locations considered) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All CandidatesCSIRO is an Equal Opportunity employer working hard to recruit world-class talent that represents the diversity across our society. As part of our commitment to equitable employment outcomes for under-represented groups, preference will be given to Aboriginal and Torres Strait Islander people who meet the role requirements. |
| Position reports to the | Team leader |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Jessica.bogard@csiro.au or phone +61 7 3214 2261  |
| 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).

**Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](https://www.csiro.au/en/about/policies/child-safe-policy).

### 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.**

We are thrilled to be able to deliver on the commitment we made in our strategy to invest in frontier science with the new CSIRO Agriculture & Food Winanga-y Postdoctoral Fellowship scheme. The word Winanga-y (pronounced win-na-gnay) is a cultural asset gifted by the Gomeroi Nation in Myall Vale to CSIRO's Agriculture and Food Business Unit to name the Postdoctoral Fellowship Scheme. Winanga-y means to understand, know, remember, and think.

The CERC Fellow will primarily focus on research to achieve improvements in nutrition and health outcomes for Indigenous communities in Australia. This role will leverage multiple knowledge systems including Indigenous knowledge and trans-disciplinary science to build an innovative model that strengthens the ability of traditional food systems to deliver healthy and affordable food to communities.

The CERC Fellow will join the Agri-Food Systems research group within the Agriculture and Food (A&F) Business Unit at CSIRO. This research will articulate food systems pathways to improve the health of Indigenous Australians in a culturally recognised and appropriate way that aligns with Indigenous conceptualisations of health as more than a physical state, but intrinsically linked to culture and Country. Adopting a ‘whole-of-food-systems’ approach, this research will generate social, economic and environmental benefits, including strengthening Indigenous culture and heritage through the promotion of traditional foods, enhanced ecosystem health and integrity and improved sustainability of land and aquatic environments.

### Duties and Key Result Areas

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

* + Work with colleagues in CSIRO, partner organisations, communities and Traditional Owners to strengthen the ability of traditional food systems to deliver healthy and affordable food to communities.
	+ Leverage multiple knowledge systems including Indigenous knowledge and trans-disciplinary science to improve nutrition and health outcomes for Indigenous communities in Australia.
	+ Apply principles of co-design and co-production of knowledge with stakeholders and communities throughout the research process.
	+ Support the establishment of trusted relationships with Aboriginal and Torres Strait Islander cultural knowledge holders and organisations.
	+ Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
	+ Establish relationships with relevant stakeholders who will provide guidance to the project and establish and maintain effective communication with key contacts from these areas.
	+ Draw on professional expertise, knowledge of other disciplines and research experience to recognise opportunities for innovation in agri-food systems and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
	+ Record, manage, and analyse data/information using relevant domain data science techniques.
	+ Manage a small project budget for the conduct of research activities.
	+ Present results in a meaningful format including oral presentations and scientific papers for publication.
	+ Represent CSIRO externally, including in public forums, with stakeholders including community groups, industry, the research sector and Government
	+ Proactively undertake development to grow effective researcher capabilities to support career goals.
	+ Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
* 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 nutrition, food security, public health, food systems, healthy and sustainable diets, or socio-ecological systems.

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. Demonstrated understanding of the pathways through which agriculture, fisheries and food systems can influence nutrition and health outcomes for communities.
2. Demonstrated ability to proactively identify, build and develop collaborative relationships with Aboriginal and/or Torres Strait Islander people and communities and broader stakeholders.
3. Knowledge of and/or experience applying principles of co-design and co-production in the research process.
4. The ability to work collaboratively as part of a multi-disciplinary, regionally dispersed team, and carry out independent individual research with critical reflection, to deliver high quality outcomes from research.
5. High-level written and oral communication skills with the capability to represent the research team effectively internally and externally, including the presentation of research outcomes at national and international conferences.
6. A sound history of publication in peer-reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
7. A record of scientific innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

## **Desirable**

1. Well-developed knowledge of Aboriginal and/or Torres Strait Islander cultural values and Traditional Ecological Knowledge related to food, food systems, agriculture or fisheries and their connection to health and wellbeing.
2. Experience in connecting diverse knowledge systems including traditional knowledge to deliver research outcomes.
3. Experience in the design, collection, analysis and synthesis of both qualitative and quantitative data related to food and people (such as dietary surveys, nutrient composition analysis, focus group discussions, or other participatory research methods with communities)
4. Remain productive, positive, flexible and resilient in complex, culturally diverse, ambiguous and/or uncertain environments.
5. Experience with research ethics compliance procedures.

## **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 ($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

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

* Aboriginal and/or Torres Strait Islander people being considered for the role under CSIRO’s Conscious Inclusion Practices will be required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
* The successful candidate will be required to provide contact details of at least one Aboriginal and/or Torres Strait Islander person to be a cultural referee to confirm their ability to work and communicate respectfully with Aboriginal and/or Torres Strait Islander peoples.
* The successful candidate will undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

**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 [Agriculture and Food](https://www.csiro.au/en/about/people/business-units/agriculture-and-food) 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