# 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 True Cost of Food |
| Job Reference | 95063 |
| Tenure | Specified Term of 3 years Full-time |
| Salary Range | AU$92,624 to AU$101,459 pa (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | St Lucia, Brisbane, Queensland |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader, Food Systems Dynamics |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Cecile Godde via email at cecile.godde@csiro.au or phone +61 7 3214 2258 |
| 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).

**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 part 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.

Ensuring sustainable food systems that meet our United Nations Sustainable Development Goals requires a significant reduction of their negative environmental, socio-economic and health impacts while making healthy and sustainable food affordable to all. A major challenge of current food systems is that the impact of many direct and indirect costs is externalised (i.e., not reflected in market prices), such as food waste, biodiversity loss, greenhouse gas emissions, or malnutrition due to unhealthy diets. Not accounting for externalities from food production, distribution and consumption leads to unintended consequences, including damaging our natural capital, social injustice, food insecurity, public health costs and premature death.

A first step to address externalities in the food system is to expose them and redefine the cost of food. Such analyses can be realised by True Cost Accounting (TCA). TCA is an emerging field of science that supports the urgently needed systemic measurement and valuation of environmental, but also social, health and economic costs and benefits, to facilitate sustainable choices and investments by governments and food system stakeholders.

The CERC Fellow will integrate national and international expertise, tools, and data, and refine TCA methodologies, to identify and estimate the true cost of externalities in the Australian food system, and to identify gaps and priorities for further research.

This position is embedded in the CSIRO Agriculture and Food Sustainability Program, which includes researchers from diverse disciplinary backgrounds who are interested in delivering pathways and technologies to catalyse environmentally sustainable and socially just transitions in the agri-food system.

In addition, the CERC Fellow will have the opportunity to partner with other CSIRO initiatives such as the Food Systems Horizons Initiative, Towards Net Zero Emissions Mission and the Valuing Sustainability Future Science Platform.

### Duties and Key Result Areas

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

* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Review the components of the true costs of agri-food systems and identify gaps.
* Contribute to the refinement of TCA methods to assess the true costs of externalities in food systems, in general and in an Australian context.
* Collect and analyse datasets to generate estimates of the current true cost of negative externalities in the Australian food system, and associated uncertainty assessment to inform future research.
* Engage with knowledge and methodologies that originate from various disciplines, including economics, climate change, biodiversity, human health, social sciences, natural capital accounting, life-cycle assessment, etc.
* Engage with diverse stakeholders (e.g., researchers, industry, government) to co-develop knowledge.
* Undertake reviews of relevant literature.
* Produce high quality scientific and technical outputs including journal articles, conference papers and presentations and technical reports.
* Represent CSIRO at leading national and international conferences and forums as agreed with your supervisor.
* Proactively undertake development to grow effective researcher capabilities to support career goals.
* Manage and maintain privacy, confidentiality and ethics requirements and practices in all aspects of the project.
* Communicate effectively and respectfully in the interests of good business practice, collaboration, and enhancement of CSIRO’s reputation.
* Work effectively as a member of a multi-disciplinary, international, and regionally dispersed research team, to undertake independent scientific investigations and carry out associated tasks under broad guidance from other Research Scientists.
* Adhere to the spirit and practice of CSIRO’s Values, 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

## **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 agricultural systems, agri-food systems, sustainability science, environmental or natural resource economics.

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 experience in environmental economics and related concepts, such as externalities and contingent valuation methods, AND/OR experience in accounting methodologies like true cost accounting, life-cycle assessment, natural capital accounting, or similar.
2. Demonstrated knowledge and understanding of agrifood systems, its key stakeholders, and its challenges and opportunities.
3. Demonstrated ability to analyse data using R, Python or similar software.
4. A sound history of publication in peer reviewed journals and/or authorship of scientific reports, grant applications or patents.
5. Demonstrated ability to successfully work in a diverse, multidisciplinary team and contribute to an inclusive work environment.

## **Desirable**

1. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
2. 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.
3. Demonstrated experience leading research studies that involve stakeholder engagement (e.g., data collection, co-design of research questions).
4. Demonstrated expertise in mechanisms to internalise externalities.

## **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.

* 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.
* 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 [CSIRO 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