# Position Details

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

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| The following information is for applicantsT | |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in Soft Robotics |
| Job Reference | 95535 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$92,624 – AU$101,459 pa (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Brisbane, Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates |
| Position reports to the | Team Leader, Robotic Design Team |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr. David Howard via email at david.howard@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).

**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) Postdoctoral Fellowships** provide opportunities to scientists and engineers who have completed their doctorate and have less than three years of relevant postdoctoral work experience. These fellowships aim to develop the next generation of future leaders of the innovation system.

CSIRO’s Robotic Design and Interaction Group is looking for an enthusiastic and skilled CERC Fellow to lead cutting-edge research in the computational design of novel soft robotic manipulation systems. The focus is primarily on computational design, and hybrid design systems blending experimentation with simulated testing. The CERC Fellow will create powerful AI-based design software that allows for principled exploration of unconventional soft robotic design spaces. The CERC Fellow will create new, highly functional morphologies (structure, shape, and material composition) for novel soft robots, and contribute to the growth of this exciting research area. These soft robotic systems have the potential to be deployed into targeted industries through our engaged external partners.

The CERC Fellow will be supported in bringing their designs to reality by our excellent engineering teams, and on-site 3D printing, testing, and characterisation facilities including state of the art automated testing systems.

**Duties and Key Result Areas:**

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

* Design new soft robotic systems, combining state of the art techniques across soft robotics, generative design, and machine learning.
* Produce high quality scientific and/or engineering papers suitable for publication in high quality journals and for presentation at top ranked international conferences.
* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Present your work to a wide variety of audiences and actively engaging in outreach activities.
* Work effectively as an integral member of a multidisciplinary research team, to undertake independent scientific investigations and carry out associated tasks under broad guidance from more senior Research Scientists/Engineers.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Contribute to other activities and projects as required.

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 machine learning, computer science, computing, soft robotics, computational design, physics or mathematics.  
   Please note: To be eligible for this role you must have **no more than 3 years** (or full time equivalent) of relevant research experience.
2. Demonstrated experience in in conducting research activities in a relevant topic area, including, but not limited to, Soft Robotics, Machine Learning (e.g., Bayesian, evolutionary, sim2real), Generative Design.
3. Demonstrated ability to work effectively as part of a research team.
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. Must have a strong publication record in metabolomics or lipidomics.
6. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

**Desirable:**

1. A sound history of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
2. A record of science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations
3. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
4. **The ability to work effectively as part of a trans-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 ($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 our 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/)!

[Data61 Business Unit - CSIRO](https://www.csiro.au/en/about/people/business-units/Data61)

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