# 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 Digital Health |
| Job Reference | 90138 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$92k - AU$101k pa plus up to 15.4% superannuation |
| Location(s) | Brisbane, QLD; Sydney, NSW; or Melbourne VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens; * Australian Permanent Residents; and * Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible onshore candidates) |
| Position reports to the | Senior Experimental Scientist, Digital Therapeutics & Care Insights |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Marlien Varnfield via email at marlien.varnfield@csiro.au or phone +61 073 253 3603 |
| 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 CERC Postdoctoral Fellow will conduct innovative research in the design and implementation of digital clinical support solutions for the management of chronic conditions. With a focus on developing decision support tools for clinicians in COPD (chronic obstructive pulmonary disease) management by incorporating national COPD guidelines and evaluating the new digital solution in real-world hospital settings, the role involves:

* General understanding and knowledge of chronic disease diagnosis and management, and experience in medical projects in relation to digital health solutions
* The ability to analyse and incorporate novel technologies for use in chronic care, and the capacity to observe emerging trends in health care delivery to influence the strategic direction of the Digital Therapeutics and Care Group, and AEHRC.
* Knowledge and understanding of existing research in decision-support and digital technologies for the management of chronic conditions, such as COPD and cardiovascular diseases.
* Knowledge and understanding of design methodologies and implementation science theories for digital health technologies
* Leading components of existing and new projects in COPD and other chronic conditions such as heart failure and stroke, collaborating across Australia and Internationally.
* Ensuring timely and successful delivery on key milestones of internally and externally funded projects in close collaboration with scientists across CSIRO and other Institutions
* Building and maintaining collaborations with clinical partners, including State Health Departments, Universities, and external industry partners and community consumer advocacy groups
* Providing support to the Digital Therapeutics and Care Group of the AEHRC, via collaborative research and student engagement with specific focus on the design and implementation of behaviour change interventions to improve health outcomes.

**Duties and Key Result Areas**

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

* Conducting primary research, developing study protocols, engaging in stakeholder consultation with a diverse group of clinicians, engineers, and end users, and performing analyses to derive novel insights for technical design and implementation evaluation.
* Devising strategy and assuming overall scientific responsibility for research and interpretation of results
* Contributing to research and development of digital health solutions, especially the design and evaluation of clinical decision support tools for the management of chronic conditions
* Interacting positively and working collaboratively with colleagues, partners and customers.
* Translating research outputs into high impact on-ground outcomes, including transferring knowledge to non-scientific audiences.
* Anticipating industry and/or community needs and market direction through client liaison/networking.
* Using professional expertise, knowledge of other disciplines and research experience to develop and complete a program of research, including grant application preparation, ethics and governance applications as required, agreements and IP applications.
* Publishing research results and presenting findings at conferences and meetings.
* Leading, supervising and mentoring staff to successfully deliver research projects.
  + 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 digital health, physiotherapy and other related medicine, nursing, design computing, implementation science, or similar.

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

1. A considerable degree of originality, creativity, and innovation in solving problems and introducing new directions and approaches.
2. Ability to evaluate, interpret and integrate complex bodies of information and draw logical conclusions, synthesise proposals and defend options with reasoned arguments.
3. A record of science innovation and the ability to lead projects focused on delivering science-based solutions for stakeholders.
4. Strong and collaborative communication skills to communicate research results to clients and the scientific community through oral and written reports.
5. Experience in designing and implementing human participant trials, including ethical conduct in human research.
6. The ability to lead and work effectively within a multi-disciplinary, multi-location research team, and carry out independent individual 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$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 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/), [Health & Biosecurity](https://www.csiro.au/en/about/people/business-units/Health-and-Biosecurity) and [Australian e-Health Research Centre (AEHRC)](https://aehrc.csiro.au/) 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