# 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 the Integrative Taxonomy of Australian Beetles |
| Job Reference | 92348 |
| 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) | Black Mountain, Canberra, Australia |
| 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 | Research Scientist |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Adam Slipinski via email at adam.slipinski@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 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 seeking a PhD qualified Entomologist to join the Australian National Insect Collection, ANIC (National Research Collections Australia, NRCA and National Collections and Marine Infrastructure, NCMI). Together we aim to deliver a research project on the Australian auger and furniture beetles for the Department of Agriculture, Fisheries and Forestry (DAFF). The CERC Fellow will be working with the supervising Scientist, Dr. Adam Slipinski, who will provide introduction to the Australian beetles and guidance through the project. The CERC Fellow will also contribute to the production of the Volume 3 of the “Australian Beetles” book series, edited by Adam Slipinski and John Lawrence and published by CSIRO Publishing.

NCMI is a unique worldwide hub for Natural History Research that covers basic science through its application and includes large plant and animal research collections, significant marine infrastructure and the Atlas of Living Australia. ANIC is the largest collection of Australian insects, mites and nematodes. ANIC staff conducts world class research on invertebrate taxonomy, systematics, genomics, diagnostics, biology and ecology.

## **Duties and Key Result Areas**

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

* + Lead and execute a research project on the systematics of auger (Bostrichidae) and furniture beetles (Ptiniidae: Anobiinae) that includes:
	+ An integrative taxonomic revision of the Australian auger and furniture beetles in Australia.
	+ The generation of genomic and associated DNA barcode data to identify adults and larvae of Australian auger (Bostrichidae) and furniture (Ptinidae: Anobiinae) beetles.
	+ Developing morphological keys to the adult species of Bostrichidae and adult genera of Ptinidae: Anobiinae of Australia.
	+ Creating diagnostic resources for use in Australian border activities for distinguishing adult "auger and furniture beetles of biosecurity interest" from local genera.
	+ Produce, in collaboration, chapters on the Australian genera of auger (Bostrichidae) and furniture (Ptinidae: Anobiinae) beetles for the “Australian Beetles” book series.
	+ Produce high quality scientific manuscripts suitable for publication.
	+ Help build CSIRO’s research collections in insect diversity.
	+ Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
	+ Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
	+ 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 systematic entomology.

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

1. Demonstrated ability to design and implement systematic research projects on beetles (Coleoptera) at significant scale with appropriate methods, including revisions, description of novel taxa and creating identification keys.
2. Demonstrated experience with molecular research including complex phylogenomic analyses and laboratory work (i.e. DNA sampling, extraction, sequencing preparation).
3. Demonstratedfieldwork experience.
4. A current Australian driver’s licence or the ability to obtain one.
5. 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.
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 science innovation and creativity, including the ability & willingness to incorporate novel ideas and approaches into scientific investigations.

#### Desirable

1. Experience in systematics, ecology of auger or furniture beetles and relevant fieldwork.
2. Experience in advanced molecular laboratory work and bioinformatics (cluster computing, genomics, comparative analysis).
3. Remain productive, positive and resilient in complex, ambiguous and/or uncertain environments.
4. **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.**

## **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 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 [National Collections and Marine Infrastructure](https://www.csiro.au/en/about/people/business-units/NCMI) 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