Role summary for potential applicants

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| Advertised Job Title**:** | Biorisk Manager – AAHL Biocontainment Facility |
| Reference Number**:** | 47366 |
| Classification**:** | CSOF7 |
| Salary Range: | AU $131,785 to $145,809 plus up to 15.4% superannuation plus motor vehicle allowance of $17,370 |
| Location**:** | Geelong AAHL, Victoria, Australia |
| Tenure: | Indefinite |
| Hours: | Full time |
| Relocation assistance**:** | Relocation expenses will be provided to the successful candidate if required |
| Applications are open to: | * All applicants – appointment subject to obtaining AGSVA high level security requirements |
| Functional Area**:** | General Management |
| % Client Focus - Internal: | 80% |
| % Client Focus - External: | 20% |
| Reports to the: | AAHL Deputy Director |
| Number of Direct Reports: | 7 |

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| **Role Overview:** |
| CSIRO Australian Animal Health Laboratory is seeking to appoint a Biorisk Manager to lead our biosafety, biosecurity and biocontainment function in the AAHL Facility. The Biorisk Manager will lead a group of 12 specialised staff and has a key role in ensuring the continued biocontainment of the facility, and adherence to safe and compliant working standards in a highly regulated environment. The Biorisk Manager provides high level advice to the Director and Deputy Director and has overall responsibility to ensure staff and users of the facility are trained to the highest contemporary international standards.  In addition, the Biorisk Manager holds senior management responsibility for compliance to quarantine, gene technology and security sensitive biological agent (SSBA) regulations and counter terrorism planning, and works with our Health and Safety team to plan for and respond to emergency site responses and safe working practices.  Ideally, the Biorisk Manager will have experience in biocontainment in another scientific institution as well as experience in managing a group of staff to enable them to deliver the Biorisk strategy of the AAHL Facility. Experience in microbiology/virology, with experience in human or veterinary infectious disease diagnosis and management is highly desirable.  The appointee must be able to meet AAHL’s Microbiological Security and Security Clearance requirements. |

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| **Duties and Key Result Areas:** |
| * Lead the Biorisk Management Group (BMG) at AAHL in biosecurity, biosafety and biocontainment with coordinated input from other groups such as AAHL’s Institutional Biosafety Committee. * Ensure that compliance, biosafety, biosecurity and biocontainment risks are identified, mitigated and reviewed as appropriate. * In conjunction with the Biocontainment Microbiologist, the Biocontainment Engineer and other staff, provide advice on biorisk management issues to staff, senior management and external clients. * Act as the AAHL contact for the AAHL Security Assessment Group (ASAG) and the AAHL Medical Advisory Committee. Serve as a conduit between these entities and the management and staff at AAHL. Assist in prioritising major risks, mitigation measures and review. * Manage the work of the BMG and ensure biorisk management policies, procedures and manuals are kept up-to-date, documented and available to staff. * Chair the SSBA Management Committee and serve as Responsible Officer on behalf of the National Facility for the purposes of the Health Security Act 2009. Take a lead role to prioritise major biosecurity risks, mitigation measures and review. * Act as primary point of contact for external biorisk focussed regulatory bodies such as OGTR, DAWR, DoH and host audit teams as requested and required by contemporary schedules. * Perform the role of ‘Facility Manager’ as defined by the Biosecurity Act 2015 and serve as conduit between the Department of Agriculture and Water Resources (DA) and the scientific staff and management at AAHL. Take a lead role in identifying and prioritising major quarantine risks, and implement mitigation measures and review. * Maintain a comprehensive understanding of the compliance requirements and ensure concise, effective and accurate policies, procedures and associated resources are available in support of the objectives of the National Facility. * Act as a leader in the commitment to workplace health and safety at the AAHL National Facility. * Maintain and enhance the profile of AAHL as a leader in Biorisk Management systems and a Trusted Advisor through active participation as an AAHL and CSIRO representative in national and international forums and professional biosafety associations and Standards Committees. * Work with CSIRO Business and Infrastructure staff (CBIS) to manage the microbiological risks associated with the maintenance and day to day site services of the facility, plant and equipment. Participate and contribute to the maintenance and operation of AAHL as a member of the AAHL Engineering Management Committee (AEMC) and the AAHL Capital Planning Committee. * Participate in planning activities for the proposal for a major refit of AAHL, providing information and advice on biorisk management as required. * Commit to improving accessibility to AAHL by external clients while maintaining biosafety and regulatory compliance. * Participate in roster as Duty Microbiological Security Officer (MSO) to address after hours problems. Willing to receive phone calls at other times when available to provide advice to others performing the duty MSO roster. * Oversee the management of Biorisk training for all staff and facility users to ensure staff are appropriately trained, enabling them to undertake their work effectively, informed of the inherent risks, safe working practices and whilst maintaining AAHL’s microbiological security and regulatory obligations.. * Lead the development of safe, new microbiological security procedures and practices when novel work is to be done. * Implement national and CSIRO polices related to biosecurity and bioterrorism. * Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals. * Abide by and promote microbiological security regulations at CSIRO AAHL. * Other duties as directed. |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed*  ***Pre-Requisites:***   * **Education/Qualifications:**  A degree qualification in a relevant field such as science or engineering. * **Security Clearance:** Ability to meet high level Australian Government Security Vetting Agency (AGSVA) clearance requirements. * **Leadership**: Demonstrated ability to work at a senior level and advise senior managers and staff alike on biocontainment and biosecurity matters as well as building effective teams. * **Communication:** The ability to listen, interpret and convey information and ideas in a clear, accurate manner and establish effective interpersonal relationships with a wide variety of people as well as maintaining confidentiality at all times. * **Behaviours:** Capable of professional and respectful behaviours and attitudes in a collaborative environment. * **Adaptability:** Capability and willingness to quickly adapt to technological, structural and procedural changes, and maintain professionalism and flexibility.   ***Essential Criteria:***   1. Significant experience in biorisk management in a complex facility with experience in biosafety and biocontainment. 2. Experience in leading risk management requirements in a highly regulated environment. 3. Demonstrated performance as a supportive and influential team member, including the provision of effective team management and leadership to encourage new ideas and support the development of emerging skills. 4. Excellent written and oral communication skills at a senior level role in order to deliver key messages to internal and external clients. 5. Experience in policy writing and implementation in a complex facility. 6. Demonstrated ability to effectively lead and manage a diverse team including biocontainment staff, compliance, biocontainment microbiological staff and training.   **Desirable Criteria:**   1. A postgraduate qualifications in a relevant field. 2. Experience in microbiological sciences in infectious disease diagnosis. 3. Experience in chairing and/or working with professional bodies and committees. Professional biosafety certification such as ABSA.   ***Other special requirements:***  **Applicants must:**  Be willing and able to adhere to CSIRO AAHL microbiological security requirements and HSE policies.  **CSIRO Values:**  As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to Excellent science, Inclusion, trust & respect, Health, safety & environment and Deliver on commitments.  In your application and at interview you will need to demonstrate alignment with these behaviours.  **Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Animal Health Laboratory (AAHL) Site:**  The nature of our work requires that each person working on site must comply with the conditions described below.  The appointee is required to pass a security clearance at a level appropriate to duties of the position. Confirmation of the appointment is subject to obtaining that clearance.  It is essential that all work on exotic or emerging diseases carried out at AAHL is conducted in a safe manner to prevent the escape of the disease agents used, and to this end, all activities and personnel will be subject to appropriate microbiological security measures. Consequently, while working at AAHL, you may not reside on a property on which are kept any of the following animals: sheep, cattle, pigs, goats, horses, asses and mules, any other cloven-hoofed animal, fowls, turkeys, geese, domestic ducks, caged birds, emus or ostriches. Personnel working with diseases of aquatic animals may not keep aquarium fish at their place of residence and personnel working with cane toad material must avoid contact with amphibians.  In addition, for a period of seven days after working in the microbiologically secure area of AAHL, personnel may not have close contact with any of the above animals, amphibians or birds or the actual places where these animals are held, or visit any aquatic animal farm or aquatic animal hatchery.  Working in the barrier maintained Small Animal Facility requires avoidance of additional animals such as mice, rats, guinea pigs, rabbits and poultry 3 days prior to arrival.  Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must be complied with at all times.  Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the AAHL site. |

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| **Other Information:** |
| **How to Apply**  Please provide enough information relevant to the selection criteria for this position to enable the assessment panel to determine your suitability, and upload one document containing your CV/resume and cover letter. You will be asked to respond to specific questions in the on-line application form.  If you experience difficulties applying online call 1300 984 220 and someone will be able to assist you. Outside business hours please email: [csiro.careers@csiro.au](mailto:csiro.careers@csiro.au).  **Referees**: If you do not already have the names and contact details of two previous supervisors or academic/ professional referees included in your resume/CV please add these before uploading your CV.  **Contact:** If after reading the selection documentation you require further information please contact:  Dr Sam McCullough via email: [sam.mccullough@csiro.au](mailto:sam.mccullough@csiro.au) or phone: +61 3 5227 5000  Please do not email your application directly to Dr McCullough. Applications received via this method will not be considered.  **About CSIRO**  Australia is founding its future on science and innovation. Its national science agency, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) is a powerhouse of ideas, technologies and skills for building prosperity, growth, health and sustainability. It serves governments, industries, business and communities across the nation.  Find out more! [www.csiro.au](http://www.csiro.au).  **We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you.**  **Find out more!** <https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance>  **About the CSIRO Australian Animal Health Laboratory (AAHL):**  The CSIRO Australian Animal Health Laboratory (AAHL) has a national and regional role in the diagnosis and research of emergency (exotic, emerging and serious) and zoonotic diseases of animals. This responsibility extends to provision of ongoing analysis of outbreak isolates, monitoring and characterization of the biological significance of strain variation, and assisting in the establishment of disease freedom. Recognition that diagnostic excellence is better achieved and sustained when underpinned by related research efforts, the research focus includes not only improvements in diagnostic methods but also molecular virology and studies into the pathogenesis and immunology of viral diseases. The purpose of the last is to support the development of new diagnostic methods and provide new insights into pathogenesis, and possibly epidemiology, leading to new methods of disease control. The disciplines involved in this work include experimental and diagnostic pathology, virology, serology, electron microscopy, immunology, genomics and molecular biology, all of which may be undertaken under stringent microbiological security conditions.  Access to both BSL3 and BSL4 containment facilities supports investigations utilizing live viruses, including serious zoonotic agents, in both cell and whole animal systems. The laboratory has an enviable track record in scientific research related to emerging infectious diseases and outputs from these activities contribute data to CSIRO’s area of focus around biosecurity within the National Innovation System.  <http://www.csiro.au/en/Research/Facilities/AAHL> |