# Technical Services – CSOF5

Role summary for potential applicants

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| Advertised Job Title**:** | Biocontainment Engineer – Team Leader |
| Reference Number**:** | 56986 |
| Classification**:** | CSOF5 |
| Salary Range: | AU $95K to AU $103K plus up to 15.4% superannuation |
| Location**:** | Geelong, VIC |
| Tenure: | Indefinite |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian Citizens Only |
| Functional Area**:** | Technical Services |
| % Client Focus - Internal: | 95% |
| % Client Focus - External: | 5% |
| Reports to the: | AAHL Biorisk Manager |
| Number of Direct Reports: | 5 |

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| **Role Overview:** |
| The role of Technical Staff in CSIRO is to provide support for scientific research in a diverse range of laboratory and field situations across a range of different research projects. This support consists of the application of accepted technical practices and the development of new practices. The work is usually carried out as a member of a centralised service. At senior levels staff may be involved in management of a facility or service and negotiations with external clients/industry.  The Biocontainment Engineer will be located at CSIRO Australian Animal Health Laboratory (AAHL), and will provide biocontainment advice to the Biorisk Manager; manage the Containment Services Group (CSG) who are responsible for testing Biological Safety Cabinets, laboratory HEPA filters and Autoclaves; and also perform a range of decontaminations within the AAHL Facility.  The Biocontainment Engineer will represent CSIRO AAHL as a member of Committee ME-060 (Controlled Environment) of Standards Australia and ensures that AAHL maintains NATA accreditation for cabinet testing, and will also coordinate various other activities within BSL3 and BSL4 laboratories.  The appointee must be able to meet AAHL's Microbiological Security and Security Clearance requirements. |

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| **Duties and Key Result Areas:** |
| * Promote and comply with the microbiological containment requirements at AAHL and to advise the Biorisk Manager (BM) or his/her deputy promptly of any significant issues that pose a threat or potential threat to physical or microbiological security. * Review incident reports regularly and take necessary action to restore/improve the biocontainment of the building and installations. * Participate in the after-hours Duty Microbiological Security Officer (MSO) roster and perform tasks as required. * Assess proposed new and/or modified engineering works with a focus on compliance with AAHL microbiological containment principles. Monitor such new works and modifications and provide preconstruction approvals and witness of validation tests where appropriate. * Provide direct and effective communication between the Biorisk Management Group (BMG) and the Engineering Group by participation in relevant engineering planning forums, project reviews, and analyses of building problems. * Represent CSIRO AAHL as a member of Committee ME-060 (Controlled Environment) of Standards Australia. * Provide relevant advice, comments and reports to management and senior staff on biocontainment engineering matters. * Act as the AAHL Technical Manager for NATA accredited in-house Biological Safety Cabinet testing undertaken by the CSG. Ensure procedures, record keeping and training are effectively managed so that AAHL continues to maintain NATA accreditation. * Provide technical advice on all aspects of filter testing for the laboratory. * Serve as a member of the AAHL Institutional Biosafety Committee for consideration of issues of concern to external regulators. * Perform environmental role duties listed in the Environmental Management System statement. * Implement and maintain CSIRO Policy and Procedures. Produce test reports and documentation. * Adhere to the spirit and practice of CSIRO's Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals. * Line manage members of the CSG and be responsible for the work they perform, which includes biosafety cabinet and HEPA filter testing, decontaminations and other tasks. * Maintain awareness of the `State of the Art' in relation to biocontainment engineering and microbiological security through published literature, peer association and attendance at seminars and conferences. * Be proficient in the SCADA plant control system. * Abide by and promote microbiological security regulations at CSIRO AAHL. * Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation. * Work as part of a multi-disciplinary, often regionally dispersed research team, to carry out tasks autonomously in support of scientific research. * Work collaboratively with colleagues within your team, the business unit and across CSIRO, to reach objectives. * Set-up and/or maintain effective and efficient work teams, allocate and manage resources and undertake staff performance management and career development. * Choose appropriate management strategies and communication styles to maintain high levels of motivation and productivity, giving feedback for development purposes and providing support for improvement. * Adapt and/or develop original techniques/procedures/equipment/ concepts/ideas in support of existing and further research. * Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals. * 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:** Degree in a relevant field of engineering. * **Security Clearance:** Ability to meet high level Australian Government Security Vetting Agency (AGSVA) clearance requirements. * **Communication:** Excellent communication skills, both written and oral, including the ability to anticipate the interests and knowledge level of an audience and present information and feedback accordingly**.** * **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment. * **Adaptability:** The ability to effectively manage a number of competing priorities simultaneously, and carry out non-routine tasks under limited direction from Senior Technical/Research staff. * **Problem Solving:** Proven ability to investigate underlying issues of complex and ill-defined problems and develop appropriate responses by adapting/creating and testing alternative solutions.   ***Essential Criteria:***   1. Experience working in a complex plant or facility. 2. Demonstrated performance as a supportive and influential team member, including the provision of effective team management and leadership. 3. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks autonomously in support of scientific research. 4. Demonstrated ability & willingness to contribute novel ideas and approaches in support of scientific investigations.   **Desirable Criteria:**   1. Knowledge of biosafety and biocontainment principles. 2. Experience working in a microbiological science or laboratory environment. 3. Professional membership of groups such as Engineers Australia or a biosafety organisation.   **As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:   * Excellent science * Inclusion, trust & respect * Health, safety & environment * Delivery on commitments.   **In your application and at interview you will need to demonstrate alignment with these behaviours.**  ***Special requirements:***  Applicants must be willing and able to adhere to CSIRO AAHL microbiological security requirements and HSE policies.  **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 apply for this position online at <https://jobs.csiro.au/>.  Please load your CV (Maximum 2MB). You may also be required to respond to some screening questions.  If you experience difficulties applying online call 1300 984 220 for assistance. Outside Australian business hours please email: [csiro-careers@csiro.au](mailto:csiro-careers@csiro.au).  **Referees**: Please provide contact details of two previous supervisor or academic/professional referees in your resume/CV. We will ask your permission before making contact.  **Contact:** If after reading the position details above you require more information please contact:  **Lynda Wright**via email: [Lynda.Wright@csiro.au](mailto:Lynda.Wright@csiro.au) or phone: 03 5227 5391.  Please do not email your application directly to Lynda Wright. Applications received via this method may not be considered by the selection panel.  **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! [CSIRO Balance](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.  Find out more! <http://www.csiro.au/en/Research/Facilities/AAHL> |