# Position Description

## Research Scientist/Engineer – CSOF5

The following information is for applicants

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| Advertised Job Title**:** | Research Scientist/Study Director |
| Job Reference: | 59428 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Percentage of Client Focus - Internal: | 60% |
| Percentage of Client Focus - External: | 40% |
| Reports to the: | Team Leader |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Dr Prasad Paradkar via email: [Prasad.Paradkar@csiro.au](mailto:Prasad.Paradkar@csiro.au) or phone: +61 5227 5462 |
| Contact Details For Technical difficulties | Call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.online@csiro.au). |
| How to Apply: | Please apply online at [jobs.csiro.au](https://jobs.csiro.au/) and enter the reference number**.**  Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon |

## Role Overview:

The role of Research Scientist Staff in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. You will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

The successful candidate will lead and conduct near/GLP quality animal studies for evaluation of category 3/4 human pathogens (including but not limited to Nipah, Ebola or Influenza) and medical countermeasures under BSL3 and 4 containment and engage with world leading emerging infection disease research both nationally and internationally. The role will require managing research projects and contracts in a collaborative environment with focus on high impact pathogens.

The appointee must be able to meet AAHL’s Microbiological Security and Security Clearance requirements.

## Duties and Key Result Areas:

* Champion innovation within the team and across the organisation, promoting a culture of collaboration and on-time delivery on research objectives.
* Work closely with the team leader /research consultant, who has responsibility for external business development and alignment of research directions with impact achievement and customer need.
* Provide strategic inputs to the research direction and conducting high quality science.
* Develop and deliver on collaborative research programs in medical countermeasures for customers including vaccines, therapeutics and medical devices for customers.
* Build and maintain alliances and networks that help maintain and grow the business, including representing the team in partnerships, conferences, networking, promotions, etc.
* Ability to maintain awareness of advances to scientific knowledge and technology, are receptive to original and innovative concepts of others and willing to integrate these into their programs.
* Delivery of high-quality animal research studies for evaluation of category 3 & 4 human pathogens under BSL3 & 4 containment.
* Collaboratively develop challenging but realistic study plans and negotiate resource requirements with team leader and customers.
* Lead staff to ensure that studies are established and supervised in accordance with the study design, animal ethics, biosafety and quality requirements and are completed within the agreed timeframes and budget.
* Contribute to the team’s project costing, pricing models, proposal preparation and submission, contract negotiation, and post-contract management including audits.
* Be responsible for development, management and commercialisation of potential intellectual property.
* Under limited direction and according to set objectives carry out commercial development activities within a research application area, preparing or contributing to project proposals and discussion papers on research issues.
* Produce high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* Assist in maintaining high quality standards amongst research teams involved in research, including assisting and participating in professional report writing and publication in international peer reviewed scientific journals.
* Work effectively as an integral member or leader of a multi-disciplinary research team, to undertake independent scientific investigations and carry out/delegate 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.
* Other duties as directed.

## Competencies:

1. **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.**
2. **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.**
3. **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.**
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **Independence: Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.**
6. **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.

## Selection Criteria:

*Under CSIRO policy only those who meet all selection criteria can be appointed.*

1. **Security Clearance:** Ability to meet high level Australian Government Security Vetting Agency (AGSVA) clearance requirements.
2. **Education/Qualifications:** A doctorate or equivalent research experience in a relevant discipline area, such as infectious diseases involving BSL3/4 pathogens.
3. Significant experience and depth of understanding of emerging infectious diseases and dangerous pathogens research.
4. Ability to lead a significant research project with on-time achievement of milestones.
5. The ability to work effectively as an integral member of a multi-disciplinary research team, and foster an environment in which there is a high level of co-operation within and between teams.
6. An outstanding record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations of significant consequence.

## Desirable Criteria:

1. Relevant experience and awareness in pre-clinical animal studies.
2. Relevant experience in working in BSL4 containment.

## Special Requirements:

To be eligible for this position you must be willing and able to:

* Adhere to CSIRO AAHL microbiological security requirements, other Australian Security requirements applicable to the position and HSE policies.
* Be vaccinated against influenza, rabies, hepatitis B, Japanese encephalitis or other agents as specified if required for the role performed.

**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.

## About CSIRO:

We imagine. We collaborate. We innovate. To find out more visit us [online](http://www.csiro.au/)!

**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 about the CSIRO [Australian Animal Health Laboratory](https://www.csiro.au/en/Research/Facilities/AAHL)

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/Research/BF)