# Position Description

# Veterinary Pathologist

## Research Scientist/Engineer – CSOF6

The following information is for applicants

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| Advertised Job Title**:** | Veterinary Pathologist |
| Job Reference: | 61040 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian Citizens Only |
| Percentage of Client Focus - Internal: | 60 |
| Percentage of Client Focus - External: | 40 |
| Reports to the: | Team Leader - Pathology and Pathogen Biology |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Kim Halpin, [kim.halpin@csiro.au](mailto:kim.halpin@csiro.au), (03) 5227 5000 |
| Contact Details For Applying | 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 requisition number**.** Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon |

## Role Overview:

The Veterinary Pathologist role within CSIRO AAHL provides pathology to various facility user groups including the diagnostic laboratory and various disease and animal research teams. This role will require working at high levels of bio-containment and with a variety of animal diseases and serious human and veterinary pathogens.

The Veterinary Pathologist will provide pathology support for animal challenge experiments with a variety of infectious agents at different levels of bio-containment. They will use their expertise in pathology to assist in the development, implementation and interpretation of research projects in the area of zoonotic and emergency animal diseases for the purpose of mitigating their impact on Australian society, economy and environment. The successful candidate will also communicate the outcomes of their research through written and oral means, and provide technical and policy advice when necessary. They will also provide training and mentoring for early career veterinary pathologists, both internally and externally.

It is envisaged that the Veterinary Pathologist will take the lead in developing a research portfolio of their own, and are expected to be an expert in their chosen field.

The Veterinary Pathologist will also sit on various committees including National Advisory Committees as required. The pathologist may also be required to travel internationally to advise on animal health matters to our regional partners.

A requirement of this role is to be able to meet Australian Animal Health Laboratory (AAHL) microbiological security and security assessment requirements and to undergo medical and psychological assessment.

## Duties and Key Result Areas:

* Provide a prompt and accurate service in veterinary anatomic pathology in support of AAHL’s diagnostic program
* Provide pathology support to the various research projects involved with animal challenge studies at BSL3 and BSL4 within the AAHL facility
* Identify, approach and communicate with key stakeholders in DAWR and other relevant organisations to increase AAHL’s profile and influence
* Represent the AAHL pathology team at various project meetings
* Foster AAHL's role as a national facility through participation in professional societies, teaching, training and technology transfer
* Delivery of AAHL's training programs with transboundary animal diseases and other zoonotic and emergency diseases in Australia and the Asia-Pacific region
* Operate under the appropriate quality control system, including ISO17025 and good laboratory practice and engage with external proficiency testing as necessary
* Produce high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences
* Lead research projects, including the negotiation of resource requirements
* Provide coaching and on-the-job training to staff and students to ensure experiments are established in accordance with research design
* Anticipate industry and/or community needs and market direction through client liaison/networking, and identify and adapt quickly to changes
* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved research program with general direction as to the aims of their activities
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, 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: Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious proposals/ideas.**
3. **Resource Management/Leadership: Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.**
4. **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
5. **Independence: Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.**
6. **Adaptability:** Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

## Selection Criteria:

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

1. **Qualifications**: A veterinary degree registrable with Veterinary Boards in Australia
2. A PhD in veterinary virology or 3 years post graduate experience in animal disease research
3. A Demonstrated capability to write scientific reports, publish in scientific journals and conference abstracts, as well as demonstrated experience in delivery of verbal presentations to scientific and community audiences
4. A willingness to travel domestically and overseas, as required
5. Demonstrated post-graduate experience and practical knowledge in anatomic pathology and histopathology
6. Demonstrated ability to deliver training and provide mentorship in veterinary pathology
7. Demonstrated ability to build positive interactions with stakeholders and customers
8. A proven track record of working harmoniously in a team

## Desirable Criteria:

1. Demonstrated experience with planning and implementing experimental animal infection studies, including assisting with post mortems
2. Experience with the development and/or operation of a quality assurance system

## Special Requirements:

Appointment to this role may be subject to conditions including security/national police/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents 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/>

**Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Animal Health Laboratory (AAHL) Site:**

1. The nature of our work requires that each person working on site must comply with the conditions described below.
2. 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.
3. 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.
4. 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.
5. 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.
6. It is usual practice in laboratories where work with infectious disease agents is carried out, to collect a blood sample from personnel and store serum for future reference. This is a safety precaution, so that if any person becomes ill in the future, serum samples are available for testing.
7. 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.
8. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the AAHL site.
9. Willingness to be vaccinated against rabies, hepatitis B, Japanese encephalitis or other agents as specified.
10. This position requires a medical and psychological assessment for working in a BSL4 environment

Additional information detailing AAHL's micro-security restrictions can be found at it:

<http://www.csiro.au/resources/AAHLStaffRestrictions.html>

## About CSIRO:

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

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