# Animal Technician LAF – CSOF3

Role summary for potential applicants

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| Advertised Job Title**:** | Animal Technician – Large Animal Facility |
| Reference Number**:** | 58959 |
| Classification**:** | CSOF3 |
| Salary Range: | AU $63,594 to AU $80,793 plus up to 15.4% superannuation |
| Location**:** | Australian Animal Health Laboratory, Geelong, VIC |
| Tenure: | Indefinite |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian/NZ Citizens and Australian Permanent Residents Only |
| Functional Area**:** | Research Projects |
| % Client Focus - Internal: | 90% |
| % Client Focus - External: | 10% |
| Reports to the: | Team Leader – Large Animal Facility |
| Number of Direct Reports: | 0 |

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| **Role Overview:** |
| The role of Animal Technician is to support the capability for use of animals for research purposes withinthe microbiologically secure containment facility at the CSIRO Australian Animal Health Laboratory(AAHL). The Large Animal Facility (LAF) capability is essential for the support AAHL's Emergency DiseaseResponse and research obligations. The LAF team are a core group of highly trained technical staff that contribute to various animal research projects. The demands of the work are at Biocontainment levels BSL3 & BSL4 and requires professional and team-oriented staff to ensure the best possible outcomes for the research, animal and staff welfare. The Animal Technician will have responsibilities which include provision of animal husbandry, collection of samples from infected research animals, data collection and storage, liaison with scientists and veterinarians, promotion of animal welfare and development of quality assurance systems. This work takes place in the microbiological containment facility and there is a particular focus on zoonotic diseases. Preferred candidates will be required to and undertake a pre-employment medical and psychological assessment and be vaccinated against various diseases. The appointee must be able to meet AAHL’s microbiological security and security assessment requirements. |

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| **Duties and Key Result Areas:** |
| * Apply knowledge of animal husbandry and behaviour in day-to-day activities.
* Following training, provide technical assistance to research activities involving animals within the microbiologically collection of biological samples such as blood and tissues form animals carrying infectious contained facility at CSIRO AAHL. Duties include conducting animal husbandry procedures and diseases.
* Improve animal welfare through innovation, astute observation, promotion of animal welfare principles and compliance with animal ethics committee approved protocols and facility policies.
* Undertake animal studies work under a compliance framework ensuring Animal Ethics Committee protocols and policies are adhered to. Provide advice to scientific staff about animal welfare and ethical standards for AEC applications.
* Contribute to the success of research activities through effective liaison with team members, scientists, laboratory technicians and veterinarians; thorough planning of activities; attention to technical details; excellent record keeping; appropriate decision making and support of a strong safety culture.
* Develop and implement improved monitoring and record systems for animals used in research to facilitate compliance and certification of the animal facilities to a relevant quality standard.
* Perform manual labour such as lifting heavy items and other physically demanding tasks.
* Deliver strong support to a highly dedicated team, responding promptly to unexpected changes in circumstances and identifying creative solutions to logistical challenges.
* Apply strong organisational skills and perform practical tasks according to protocols and on schedule.
* Work in a diverse team and strive to ensure trust is gained with fellow team members to develop excellent and cohesive working relationships with a focus on team goals
* As an animal facility the LAF team undertakes weekend work on a rostered basis and for some studies this may include work after core hours.
* Adhere to the spirit and practice of CSIRO’s Values and Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Abide by and promote AAHL’s microbiological security regulations.
* Other duties as directed.
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| **Selection Criteria:** |
| ***Essential Criteria:***1. A Bachelor of Animal related science or Agriculture, or a Diploma Qualification with demonstrated relevant experience in animal husbandry and animal behaviour.
2. Ability and willingness to comply with AAHL microbiological and security requirements.
3. Experience with husbandry and handling a broad range of species such as domestic livestock, laboratory animals and/or wildlife.
4. Demonstrated competence in routine husbandry and management procedures in a veterinary or medical research or diagnostic facility, or on a farm.
5. Willingness to work with animals infected with serious zoonotic disease agents, following appropriate training including the wearing of personal protective equipment including biocontainment suits.
6. Demonstrated ability to maintain accurate records and understand the purpose of such records in a research and diagnostic facility.
7. Demonstrated ability to work productively and harmoniously in a team, with an understanding the basis of a successful team, and also an ability to work independently towards team goals.
8. A flexible approach to be available as part of the team roster for weekend and at times after hours work.
9. Demonstrated familiarity with the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes, maintaining the highest welfare standards.

**Desirable Criteria:**1. Experience in working within a quality assurance system.
2. Demonstrated ability to perform technical procedures such as collection of biological samples from animals.
3. Experience in working at high levels of bio-containment (BSL3 or 4).
4. An understanding of working with Animal Ethics and Protocols.
5. Computer literacy and data management skills.

***Required Competencies**** **Communication:** Ability to communicate in a fluent and courteous manner, both orally and in writing, offering factual information supported by proven data, and providing appropriate feedback when required.
* **Collaboration and Team work:** A history of professional and respectful behaviours and attitudes in a collaborative environment. Able to work well in a trusted team environment
* **Adaptability:** The ability to effectively manage several competing priorities simultaneously and carry out non-routine tasks under general direction.
* **Problem Solving:** Proven ability to investigate routine problems by identifying and considering the implications of a range of available alternative solutions**.**

Special Requirements:**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. Certain positions including those working in the AAHL microbiological secure area will require 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, mules and camelids, 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 at times specific species may be excluded depending on the nature of the work conducted.
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 or the Werribee Animal Health Farm requires avoidance of additional animals such as mice, rats, guinea pigs, rabbits, ferrets and poultry of a minimum of 3 days prior to arrival.
6. Certain positions will require medical assessment and vaccinations against various agents.
7. Positions working at PC4 will also require a pre-employment psychological assessment.
8. Given AAHL’s role in the International Regional Program, there may be a requirement for some personnel to travel internationally and if required for this work, suitable staff should be able to obtain a valid passport and obtain applicable vaccinations.
9. Should an emergency response situation arise, AAHL may be required to implement the Emergency Animal Disease Response Plan and personnel may need to contribute to response requirements, including after-hours work
10. 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.
11. 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 [www.csiro.au/careers](http://www.csiro.au/careers). You may be asked to provide additional information (online) relevant to the selection criteria. If so, then responding will enhance your application so please take the time to provide relevant succinct answers. Applicants who do not provide the information when requested may not be considered.If you experience difficulties applying online call 1300 301 509 and someone will be able to assist you. Outside business hours please email: 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 Toni Dalzielvia email: toni.dalziel@csiro.au or phone: +61 5227 5000Please do not email your application directly to Dr Dalziel. 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).**CSIRO Australian Animal Health Laboratory**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 AAHL at: <http://www.csiro.au/places/AAHL.html> |