# Position Description

## Research Management – CSOF8

The following information is for applicants

|  |  |
| --- | --- |
| Advertised Job Title**:** | Diagnostic, Surveillance and Response (DSR) Research Director - AAHL |
| Job Reference: | 62036 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Classification | CSOF8, $162K - $174K + up to 15.4% Super, Vehicle Allowance and bonus. |
| Applications Are Open To: | [ ]  Australian Citizens Only[ ]  Australian/New Zealand Citizens and Australian Permanent Residents Only* [x]  All Candidates
 |
| Percentage of Client Focus - Internal: | 50 |
| Percentage of Client Focus - External: | 50 |
| Reports to the: | AAHL Deputy Director |
| Number of Direct Reports: | 7 |
| Name and Contact Details For Applicant Enquiries: | Dr Debbie Eagles, 03 5227 5000 |
| Contact Details For Applying: | Call 1300 984 220 or email 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:

Australian Animal Health Laboratory (AAHL), is one of the world’s largest microbiologically secure facilities. Owned and operated by CSIRO on behalf of the nation, AAHL helps to protect Australia’s livestock and aquatic industries, as well as its people. Providing access to AAHL’s world-class research infrastructure and high-quality capability contributes to solutions which address many national and global challenges.

AAHL is seeking to appoint an AAHL Research Director, AAHL to lead the Diagnostic Surveillance and Response (DSR) Program of AAHL. The program consists of approximately 100 staff with the core function to deliver to Department of Agriculture and Water Resources (DAWR). The program also has a portfolio of projects focused on animal health and biosecurity, and fee-for-service testing to enable import/export of animals and biological products. CSIRO is looking for a motivated and rounded leader with a strong veterinary expertise and customer focus to provide leadership to the DSR Program. In combination with the AAHL leadership team, they will provide high level input into the development and execution of a compelling strategy to maximise impact for the sector.

The DSR Research Director also supports the AAHL Directorate to maintain AAHL’s international designations as OIE, FAO and WHO reference laboratories and collaborating centres and will provide animal health and biosecurity advice to DAWR, Animal Health Australia (AHA), and other national, State and Territory authorities.

The successful candidate will also be accountable for driving operations within the DSR Program with a strong focus on HSE (Health, Safety and Environment) culture and performance, work-force planning including staff development and succession, project delivery and financial performance.

## Duties and Key Result Areas:

**Impact Science Leadership**

* Contribute to oversight and management, alongside the AAHL Directorate, finance and Business development managers, of the CSIRO agreement with DAWR for the maintenance of required capability and delivery of agreed outputs of the AAHL National Facility.
* Complete milestone reports for DAWR funding agreement; ensure testing completed as per national expectations and meeting Quality Assurance requirements
* Undertake representation on national committees, as relevant
* Respond to ad hoc requests for technical advice from various agencies nationally and internationally, ensuring appropriate delegation and prompt turnaround times.
* Ensure the capability is available to deliver DSR's international engagements and commitments and work with International Program Manager to develop new projects (particularly DFAT Centre for Health Security)
* Undertake long term science impact planning for the Program to address national challenges and to build CSIRO’s capacity to innovate for science discovery;
* Develop a Research environment characterised by science excellence, creativity, innovation and flexibility; Identify new opportunities for research funding, alongside Group, Team and Project Leaders
* Integrate science with project and impact delivery;
* Catalyse science thinking – form/support science networks, sponsor exploratory and capability development projects;
* Manage and or monitor the Program of projects including prioritisation and allocation;
* Deliver on project solutions to and impact with external customers/stakeholders;
* Build a pipeline of contracts (3-5 year focus) including identification of CSIRO-wide opportunities;
* Manage the Program’s portfolio of Intellectual Property;
* Lead and coordinate the pursuit of external revenue to support the National Facility/Collections goals;
* Engage key stakeholders and clients to build support for investment in problem/opportunity;
* Construct the set of projects needed to deliver on the National Facility/Collections goals;
* Maintain CSIRO’s Project Management Standard in the Program;
* Lead project review processes;
* Support the AAHL Directorate in the National Facility/Collections Science Reviews.

**Capability Leadership**

* Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace;
* Attract, develop and retain world class talent which will meet current future needs of the Program;
* Model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Forecast and develop capability which is aligned to the National Facility/Collections goals;
* Plan for demand for the Program’s capability and identify new opportunities for the Program to contribute;
* Build effective teams, manage career development for staff and succession planning for the Program;
* Contribute to the development of the science and capability strategy for the National Facility/Collections;
* Long-term science capability planning and deployment to support the delivery of Program research with impact, including forecasting demand, monitoring science trends, and building a high-performance culture;
* Direct workforce deployment – skills utilisation, development, and changes as Program portfolio of projects evolve;
* Effectively lead change initiatives across the Research Program and the National Facility/Collections.

**Engagement and Partnerships**

* Build strategic relationships within the organisation to execute the National Facility/Collections strategy;
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields;
* Communicate National Facility/Collections strategy and Program goals to internal and external stakeholders;
* Coordinate high level contact with customers/stakeholders/partners and identify opportunities for future collaboration – including with other Programs, Business Units and beyond CSIRO (national and global innovation systems);
* Deliver trusted advice to key clients nationally and internationally;
* Build strategic alliances within the organisation to collaboratively execute CSIRO Strategy and AAHL Strategy across lines of business including pan-BU initiatives.

**Resource Leadership**

* Lead and manage the Program’s financial resources, people, infrastructure and other assets to ensure their effective and efficient use;
* Maintain a science ready facility to serve the research community;
* Ensure effective management of physical infrastructure and resources in an environmentally sustainable way;
* Ensure best practice governance and management of commercial activities and intellectual property in the Program.
* Manage financial performance of projects within the Program;
* Manage delivery against milestones and quality standards to ensure overall goals, schedules, budgets and benefits are met;
* Ensure legislative and regulatory compliance risks required for the facility/collections are evaluated and effectively implemented;
* Contribute to the development of science plans for future infrastructure.

## Required Competencies:

* **Teamwork and Collaboration: Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build organisational interaction across CSIRO.**
* **Influence and Communication: Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.**
* **Resource Management/Leadership: Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.**
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence: Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.**
* **Adaptability:** Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## Selection Criteria:

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

1. A veterinary degree registrable with the Veterinary Board of the State of Victoria in Australia.
2. Established reputation and credibility in the relevant science domain with evidence of effective world-class science leadership including experience in the management of a group/program within complex laboratory facility, including the inter-related issues of bio-risk management, compliance with regulatory requirements and meeting national expectations for disease preparedness and response.
3. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster creativity in multidisciplinary teams of approximately 100 staff to provide solutions applicable to livestock industries, human health and the community.
4. Evidence of strong engagement skills and strategic relationship management that grows new science opportunities and supports commercial outcomes whilst having sensitivity to the diverse political and national pressures operating in the field of exotic disease control, trade and/or One Health.
5. Demonstrated ability to manage financial performance and secure a pipeline of opportunities that delivers a sustainable financial future.
6. Demonstrated behavioural leadership, including an ability to promote productive internal and external collaboration to achieve outcomes.

## Desirable Criteria:

1. APhD in a relevant scientific discipline (e.g., biological, microbiological, animal or veterinary science), or other relevant higher degree.
2. Experience in working in BSL3/BSL4 environment with an understanding of biosecurity and biocontainment requirements

## Special Requirements:

**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:

* 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.
* 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.
* 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 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.
* Certain positions will require medical assessment and vaccinations against various agents.
* Positions working at PC4 will also require a pre-employment psychological assessment.
* 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.
* 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
* 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/)!

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