# Position Description

## Technical Services – CSOF4

The following information is for applicants

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| Advertised Job Title**:** | Biorisk Officer |
| Job Reference: | 62083 |
| 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: | 80 |
| Percentage of Client Focus - External: | 20 |
| Reports to the: | Team Leader, Biorisk Management, BMG |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries: | Lynda Wright, [Lynda.wright@csiro.au](mailto:Lynda.wright@csiro.au), (03) 5227 5391 |
| 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 Biorisk Management Group (BMG) at CSIRO Australian Animal Health Laboratory (AAHL) is integral to delivering biosafety, biosecurity and biocontainment functionality at the AAHL Facility. The group consists of 13 specialised staff and has a key role in ensuring the continued biocontainment of the facility whilst ensuring safe and compliant working standards are adhered to in a highly regulated environment. The BMG is responsible for providing high level advice to staff and facility users on matters of biological security and safety.

This Biorisk Officer position sits within Biorisk Management Group (BMG) and is an additional role within the team that will help in the delivery of AAHL’s National Facility operating model. In this role you will support various functions for which the BMG have responsibility such as regulatory compliance, biosafety implementation, efficacy of inactivation studies and biocontainment microbiology.

You will work within the high containment (PC3) and maximum containment (PC4) laboratories with a diverse range of viruses and bacteria, and your activities will entail both laboratory-based research and compliance/regulatory aspects including research on various inactivation methods for a range of viruses, research in new decontamination methods. You will also assist the Biorisk Management Officer in the lead up to audits by various regulatory bodies, and with administrative tasks including process and initial review of application submissions to the Institutional Biosafety Committee (IBC).

This position will closely supervise and escort external personnel who may utilise the high containment laboratories, and will you require sound knowledge in the various regulations and standards required by key government regulators under which AAHL operates and participate in auditing and inspection activities for the Facility. You will also provide input into Biorisk Management Training Courses for both internal and external participants and may train others where appropriate. You will assume various roles to support and back-up other team members during leave and periods of peak demand as required.

You must abide by and promote AAHL’s microbiological security regulations and conduct work consistent with CSIRO’s Equal Employment Opportunity and Occupational Health, Safety & Environment principles.

## Duties and Key Result Areas:

* Undertake biosafety research including efficacy testing for disinfectants, standard laboratory procedures and the gaseous decontamination of laboratories. Perform inactivation studies on a range of Risk Group 2, 3 and 4 viruses to help inform staff and the greater scientific community on safe work practices.
* Assist in preparation of manuscripts for publication in relation to inactivation, decontamination and disinfectant studies. Present findings at relevant national and international conferences.
* Look for opportunities to develop original experimental methods/equipment/software/concepts/ ideas in support of existing and further research.
* Provide supervision and training for visiting scientific staff who are utilising high containment PC3 and PC4 laboratory space.
* Assist the Biorisk Management Officer (BMO) in a range of compliance activities including lead up preparation for facility audits by key government regulators (OGTR, DAWR, SSBA), involved in administrative tasks including the processing of permit applications and transfer approvals for biological material within AAHL and externally, IBC applications and other tasks as required.
* Apply sound knowledge of relevant regulations and standards (OGTR, Department of Agriculture and Water Resources, SSBA, DoD/DEC) to provide assistance and advice as required.
* Assist in the facilitation and coordination of Biorisk Management training as required.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Provide input into Biorisk Management Training Courses for both internal and external participants.
* Oversee the activities of less experienced staff and provide on-the-job training, as required.
* Assume various roles to support and back up other team members during leave and periods of peak demand.
* Provide instruction on, and assistance to staff on Biosecurity, Biosafety, Genetically Modified organisms safety and work done in dual use.
* 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 scientific objectives.
* Abide by and promote AAHL’s microbiological security regulations.
* 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.

## Required Competencies:

* **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.
* **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.
* **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.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).**
* **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. Degree in Biological Sciences relevant to this role.
2. Demonstrated experience in Virology and Tissue Culture with a solid understanding of Risk Group categories of microorganisms and the risk control measures employed.
3. Proficient awareness and knowledge of the standards for microbiological laboratories, regulations for work with Goods under Biosecurity Control and guidelines relating to Genetically Modified Organisms.
4. Excellent written and oral communication skills with the ability to convey information clearly and provide training where required.
5. Ability to influence team members and other staff at AAHL to ensure biological security and safety is maintained.

## Desirable Criteria:

1. Experience in biosafety and biocontainment.
2. Experience working in PC3 & PC4 facilities.
3. Experience in decontamination, inactivation and disinfectant studies.
4. Experience or knowledge of the role of an Institutional Biosafety Committee (IBC)
5. Experience with genetically modified organisms and gene drive technology.
6. Experience with risk assessments of biosafety related issues when handling high risk group microorganisms.

## 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, camelids 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

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