# Veterinary Pathologist

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| Job Title**:** | Veterinary Pathologist |
| Reference Number**:** | 42925 |
| Classification**:** | CSOF5 |
| Salary Range: | AU$92K - AU$100K plus up to 15.4% superannuation |
| Location**:** | Australian Animal Health Laboratory, Geelong, Victoria |
| Tenure: | Indefinite |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian Citizens Only |
| Functional Area**:** | Research Projects |
| % Client Focus - Internal: | 70% |
| % Client Focus - External: | 30% |
| Reports to: | Team Leader - Dangerous Pathogens |

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| **Role Overview:** |
| The Veterinary Pathologist role within CSIRO Health and Biosecurity supports our animal studies in the Dangerous Pathogens area. This role will require working at high levels of bio-containment and with a variety of serious human and veterinary pathogens.  As part of the Dangerous Pathogens team, the Veterinary Pathologist will provide 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 role will also communicate the outcomes of the research through written and oral means, and provide technical and policy advice when necessary. |

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| **Duties and Key Result Areas:** |
| * Provide pathology support to the Dangerous Pathogens team for analysis of samples generated in animal challenge studies at BSL3 and BSL4 within the AAHL facility. * As required, provide veterinary support to the Dangerous Pathogens team for animal challenge studies at BSL3 and BSL4 within the AAHL facility, which on occasions may require after hours and weekend work. * Conduct necropisies on a range of species (predominantly laboratory animals) at high levels of biocontainment * Histopathological examination of tissues, including immunohistochemical interpretation * Provide gross and histopathology reports with interpretative summaries * Carry out duties as required with full documentation as required under the principles of good laboratory practice. * Produce high quality scientific and/or engineering papers suitable for publication in quality journals and for presentation at national and international conferences. * Assist in leading small research projects, including the negotiation of resource requirements. * Provide coaching and on-the-job training to technical staff and students to ensure experiments are established in accordance with research design. * Develop and maintain an international network of scientific colleagues engaged in pathogenesis studies with zoonotic and emergency agents at high levels of biocontainment. * Comply with the Australian Government’s policies, standards, protocols and guidelines that safeguard that agency’s resources from harm. * Adapt and/or develop original experimental methods/equipment/software/concepts/ ideas in support of existing and further research. * Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals. * Abide by the microbiological security regulations at AAHL, being aware of and adhering to the microbiological security provisions that apply to exotic disease and commercial specimen testing. * Other duties as directed.   **Security Assessment and Microbiological Security Requirements for Personnel Working on the 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. * 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. * 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. |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed*  *Pre-requisites:*  *Education:*   * A veterinary degree registrable with Veterinary Boards in Australia * Relevant qualifications such as ACVP, ECVP board certification, FANZCVSc or MANZCVSC. * PhD in veterinary pathology or a relevant field would be useful   ***Essential Criteria:***   1. Post-graduate experience in veterinary anatomic pathology and histopathology. 2. Demonstrated research experience relevant to infectious disease research. 3. Demonstrated ability to lead small projects, including negotiation of resources. 4. Demonstrated capability to write scientific reports, for example, publications in scientific journals or conference abstracts 5. Demonstrated experience in delivery of verbal presentations to scientific and community audiences. 6. Demonstrated ability to work harmoniously within a team, build positive interactions with stakeholders and customers and productive engagement with business/institute commitments and objectives.   ***Desirable Criteria:***   1. Demonstrated experience with experimental animals in the context of infectious diseases research. 2. Experience with the development and/or operation of a quality assurance system including GLP. 3. Experience in working at high levels of bio-containment (BSL3 or 4) with a range of animals including ferrets.   ***Other special requirements:***  Applicants must be willing and able to:   * During periods of animal studies, be available to work on weekends and evening hours as required. * Adhere to CSIRO AAHL microbiological security requirements and HSE policies. * Be vaccinated against rabies, hepatitis B, Japanese encephalitis or other agents. * Undertake a Medical and psychological examination for working in a BSL4 environment * Participate in research activities using animals infected with serious zoonotic disease agents including BSL4 following appropriate training and competency assessment   **SECURITY**  This is a security assessed position. Applicants must be an Australian citizen, with successful candidate either holding or having the ability to obtain a Negative Vetting 1, Australian Government security clearance.  **Note:** CSIRO utilises the Australian Government Security Vetting Agency to conduct its security clearances. Further information regarding security clearances may be found at <http://defence.gov.au/AGSVA/resources.asp>  To obtain an Australian Government security clearance, 10 years’ worth of background information verifiable by independent and reliable sources is required.  **CSIRO Values:**  As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to Excellent science, Inclusion, trust & respect, Health, safety & environment and Deliver on commitments.  In your application and at interview you will need to demonstrate alignment with these behaviours. |

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| **Other Information:** |
| **How to Apply**  Please provide enough information relevant to the selection criteria for this position to enable the assessment panel to determine your suitability, and upload one document containing your CV/resume and cover letter.  If you experience difficulties applying online call 1300 984 220 and someone will be able to assist you. Outside business hours please email: [csiro.careers@csiro.au](mailto: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:  Glenn Marsh via email: [glenn.marsh@csiro.au](mailto:glenn.marsh@csiro.au) or phone: 03 5227 5125.  Please do not email your application directly to Glenn Marsh. 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.  **CSIRO Health and Biosecurity**  CSIRO Health and Biosecurity protects Australia from biosecurity problems and risks posed by serious pests and diseases, including those already in Australia and many that have the potential to cross our borders to impact the health of our farming sector, environment and people.  Australia’s enviable health and biosecurity system is increasingly under threat through growing global connections, change and social complexities which collectively bring acute health and biosecurity challenges for our people, industries, environment, and healthcare systems.  CSIRO Health and Biosecurity is addressing these challenges under the banner of one-Health – the integration of multiple disciplines working to achieve optimal health for people, animals, plants, the economy and environment. Through multidisciplinary research we consistently deliver innovative technologies and knowledge systems for national and global impact within the one-Health system. |