# Position Description

## Research Scientist/Engineer – CSOF5

The following information is for applicants

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| Advertised Job Title**:** | Team Leader – Aquatic Research Capability |
| Job Reference: | 61727 |
| 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: | Research Group Leader – AAHL Fish Diseases Laboratory |
| Number of Direct Reports: | 4 |
| Name and Contact Details For Applicant Enquiries | Dr Nick Moody  Phone: 03 5227 5749 |
| 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  Please do not email your application directly to Dr Nick Moody.   Applications received via this method will not be considered by the selection panel. |

## Role Overview:

The role of the Team Leader - Aquatic Research Capability is to be responsible for project management of specific Research and Development (R&D) activities and related diagnostic testing, within the Australian Animal Health Laboratory (AAHL) Fish Diseases Laboratory (AFDL). This will involve a wide variety of tasks including supervision of staff and laboratory techniques including fish cell culture and agent isolation, pathogen identification using molecular techniques and immunodiagnostics and aquatic animal (finfish, molluscs and crustaceans) experimentation.

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. Responsibilities include pathogen identification and characterisation, analysis and comparison of isolates, investigation of agent pathogenesis and participation in emergency response activities.

The role of a Research Scientist in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry problems. You will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts. The successful candidate will be capable of adapting readily to the changing needs of an R&D team responsible for undertaking R&D and diagnostic testing for government and industry stakeholders.

The appointee must be able to meet AAHL’s Microbiological Security and Security Clearance requirements.

**Security Clearance:**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.

## Duties and Key Result Areas:

* Plan, coordinate and participate in AFDL research and diagnostic activities aimed at the identification and characterisation of infectious pathogens of finfish and aquatic invertebrates and for the development of improved diagnostic procedures.
* Lead experimental research activities, requiring the supervision and/or training of others, to ensure experiments are undertaken in accordance with the research plan.
* Along with other AFDL staff, be responsible for ensuring that the laboratory’s quality assurance system is maintained for diagnostic testing of aquatic animals.
* Maintain current knowledge on aquatic animal diseases of major concern to Australian aquaculture and fisheries, and on modern technologies and apply them to AFDL’s projects, as appropriate.
* Effectively interact with other members of AFDL, AAHL and external collaborators in the undertaking of R&D and diagnostic activities.
* Provide written and data input into scientific publications, official reports and reports to funding bodies and industry through R&D 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.
* 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.
* Abide by and promote microbiological security regulations at CSIRO AAHL.
* 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: 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.**
3. **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.**
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **Independence: Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.**
6. **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. Doctor of Philosophy in virology or equivalent experience in molecular biology, biotechnology, or equivalent.
2. Demonstrated theoretical and practical expertise in a wide range of classical and modern technologies applicable to the study of infectious diseases and their causative agents.
3. Demonstrated scientific knowledge, experience and achievement in animal pathogen testing and diagnostic test development and validation, including molecular techniques.
4. Demonstrated knowledge of the critical elements of a laboratory Quality Assurance system.
5. Demonstrated ability and willingness to contribute ideas and new approaches to meet experimental needs where methods are not defined.
6. Demonstrated ability to lead a project team, deliver on milestones and to network with scientific colleagues.
7. Well-developed interpersonal, written and verbal communication skills.

## Desirable Criteria:

1. Formal training/qualifications in aquatic animal health or demonstrated experience with aquatic animal pathogens/diseases.
2. Demonstrated ability to conduct experimentation with aquatic animals.
3. A demonstrated achievement in characterisation of infectious pathogens leading to new knowledge on host/pathogen interactions.

## Special Requirements:

Appointment to this role is subject to conditions including security/national police/medical/character clearance 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 have 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 afterhours 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.

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)