# Position Description

*Diagnostic Technician*

## Research Projects – CSOF3

The following information is for applicants

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| Advertised Job Title**:** | Diagnostic Technician |
| Job Reference: | 61798 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian Citizens Only |
| Percentage of Client Focus - Internal: | 50% |
| Percentage of Client Focus - External: | 50% |
| Reports to the: | Team leader - Virology |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries | Andrea Certoma via email: [Andrea.Certoma@csiro.au](mailto:Andrea.Certoma@csiro.au) or David Williams via email: [David.Williams@csiro.au](mailto:David.Williams@csiro.au) |
| 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:

Research Projects staff in CSIRO collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Diagnosis, Surveillance and Response Program at the Australian Animal Health Laboratory (AAHL) provides diagnostic and research capability required to investigate and respond to newly emerging diseases affecting livestock and other animals. The Diagnostic Technician will work within the Diagnostic Virology team, which is a part of the Diagnosis, Surveillance and Response program. The role will encompass several aspects of diagnostic virology, with a primary focus on performing classical virology-based diagnostic assays involving virus isolation or antigen detection. The position may also be required to provide additional assistance to other diagnostic teams within the program, as required. This will enable the successful appointee to become multi-skilled in a range of scientific specialties and be well equipped to respond to urgent changes in diagnostic requirements during disease outbreaks.

The position will work in high biocontainment laboratories and contribute to the delivery of outputs across a range of quality assured laboratory diagnostic services. This will primarily involve performing routine diagnostic testing and other associated laboratory housekeeping activities.

## The appointee must be able to meet AAHL’s microbiological security and security assessment requirements.

## Duties and Key Result Areas:

* Work within PC3 laboratories to perform diagnostic virology testing under NATA/ISO 17025 accreditation for routine and emergency disease investigation, for commercial clients, and for Reference Laboratory activities.
* Provide general laboratory support for house-keeping and maintenance activities.
* Produce diagnostic reagents for in-house use and provision to external clients.
* Contribute to QA requirements, including reporting and authorizing tests, maintaining up-to-date and accurate test records, annual updates of Standard Operating Procedures and proficiency testing.
* Assist the team leader, veterinary investigation team and line managers by providing oral and written advice upon request.
* Contribute to the effective functioning of the Diagnostic Virology team and other diagnostic teams in the Diagnosis, Surveillance and Response program, to meet Annual Performance Goals and other objectives as advised by line management.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Undertake and complete tasks under technical direction, working with discretion to decide on the timing of operations within the work team’s plan and planning ahead to meet diagnostic testing and/or project demands.
* Under technical direction undertake diagnostic tests, laboratory analyses or technology development activities (some non-routine) using a range of techniques, often working on a number of parallel and competing tasks.
* Oversee the activities of less experienced staff and provide guidance on experimental/ technological techniques and protocols.
* Design new processes or apparatus by adapting existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
* 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’s scientific objectives.
* 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.

## Competencies:

1. **Teamwork and Collaboration: Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.**
2. **Influence and Communication: Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.**
3. **Resource Management/Leadership: Provides instruction and assists other staff to complete allocated tasks and activities.**
4. **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
5. **Independence: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).**
6. **Adaptability:** Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

## Essential Criteria:

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

1. Relevant Bachelor of Science (Hons) degree or relevant experience in Biological Sciences or a related discipline.
2. High level experience in conducting and coordinating laboratory-based viral diagnostic tests.
3. Demonstrated ability to plan and schedule laboratory work flow and address underlying issues of complex and ill-defined problems in a timely and technically sound manner.
4. Previous experience working both independently and co-operatively as a member of a larger project team and to form and maintain effective and respectful relationships with a range of colleagues and collaborators.
5. High level interpersonal and written and verbal communication skills including the ability to document results and communicate effectively with colleagues and clients in order to meet project goals and timelines.

## Desirable Criteria:

1. Experience in cell culture techniques for virus isolation/subculture, and serological testing.
2. Experience with LIMS (Laboratory Information Management System).
3. Up-to-date knowledge of transboundary animal diseases.

## 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. 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
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.

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)