# Position Description

## Research Projects – CSOF4

The following information is for applicants

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| Advertised Job Title**:** | Experimental Scientist - Insectary |
| Job Reference: | 60738 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | [x]  Australian Citizens Only[ ]  Australian/New Zealand Citizens and Australian Permanent Residents Only* [ ]  All Candidates
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| Percentage of Client Focus - Internal: | 90% |
| Percentage of Client Focus - External: | 10% |
| Reports to the: | Team Leader - Vector-borne diseases |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries  | Dr Prasad Paradkar via email: Prasad.Paradkar@csiro.au*Please do not email your application to Dr Paradkar. Applications received via this method will not be considered by the selection panel.* |
| 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:

The role of the Experimental Scientist - Insectary is to work collaboratively within the Health and Biosecurity (H&B) research team to carry out research in the containment insectary. The incumbent will be involved in insectary maintenance as well as research projects for internal or external clients.

The incumbent will be required to work independently in the PC3 microbiologically secure laboratories and be responsible for the delivery of outputs involving entomology, cell culture, molecular biology, virology and serology. The appointee will mainly be involved in working in the PC3 insectary facility, with insectary maintenance and experiments with insect colonies. This will also involve maintaining compliance for regulatory bodies. As an experienced scientist, the appointee will be required to mentor and train junior staff. In addition to laboratory work, the incumbent may also be involved in field work as required. The incumbent may also be required to work in the field as well as other laboratories as required.

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

## Duties and Key Result Areas:

* Work in a microbiologically secure laboratory (PC2 and PC3), including insectary, as part of a multi-disciplinary research team with responsibilities and outputs supporting and delivering to research projects.
* Work flexibly with awareness to team priorities to ensure timely completion of work within the required quality framework.
* Independently and collaboratively with colleagues, initiate, undertake and complete tasks on assigned research and development activities. This will include experimental design and implementation.
* Proactive in the development and enhancement of work methods. Adapt and/or develop original experimental methods/equipment/software/concepts/ideas in support of existing and further research.
* Write new SOPs and biosafety instructions; and timely review of existing and associated documents.
* Responsible for maintaining regulatory compliance of the laboratories.
* Mentor and train less experienced staff. Provide guidance on laboratory procedures with adherence to protocols and the requirements of working within a quality system.
* Contribute to the effective functioning and objectives of the Health and Biosecurity Unit as advised by line management.
* Abide by and promote AAHL’s microbiological security regulations.
* 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, 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: 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: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).**
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. Bachelor of Science (Hons) degree or equivalent experience in Biological Sciences or a related discipline*.*
2. Demonstrated record of technical competence in entomology (insect colony maintenance and experiments) as well as cell culture and virology.
3. Demonstrated ability to work 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.
4. Demonstrated leadership to plan and schedule laboratory work flow to meet research/study timelines.
5. Demonstrated ability to troubleshoot complex laboratory tasks and ensure thorough documentation and communication to disseminate outcomes.
6. High level interpersonal, 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.
7. Demonstrated ability and willingness to contribute novel ideas and approaches in support of scientific investigations.
8. An ability and preparedness to meet CSIRO AAHL’s microbiological security requirements including willingness to be vaccinated against various agents.

## Desirable Criteria:

1. Experience working in containment insectary.
2. Experience in molecular assay design.
3. Experience working with mosquito colonies with regulatory compliance.

## Special Requirements:

This is a designated security assessed position requiring the successful candidate to hold or have the ability to possess and maintain a Negative Vetting Level 1 Australian Government security clearance.

**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.

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.

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)

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/Research/BF)