# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Team Leader – Aquatic Research Capability  |
| Job Reference | 65069 |
| Tenure | IndefiniteFull-time  |
| Salary Range | AU$113,338k to AU$132,811k pa + up to 15.4% superannuation |
| Location(s) | Geelong AAHL |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents Only
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| Position reports to the | Group Leader – AAHL Fish Diseases Laboratory |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 4 |
| Enquire about this job | Dr Nick Moody via email at nick.moody@csiro.au or phone +61 3 5227 5749*Please do not email your application directly to Dr Moody. Applications received via this method will not be considered.* |
| How to apply | Apply online at <https://jobs.csiro.au/> Internal applicants please apply via **Jobs Central**If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220. |

### Role Overview

The CSIRO Australian Animal Health Laboratory (AAHL) seek a Team Leader - Research Scientist to be responsible for project management of specific Research and Development (R&D) and diagnostic testing activities, within the AAHL Fish Diseases Laboratory (AFDL). The team leader will be based at CSIRO AAHL in Geelong where the laboratory has a national and regional role in the diagnosis and research of exotic, emerging and zoonotic diseases of animals.

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.

### Duties and Key Result Areas:

* Lead experimental research activities, requiring the supervision and/or training of others, and ensure aquatic animal research and diagnostic capabilities are maintained and enhanced
* Develop Aquatic Research Capability Team work planning objectives that are aligned with the AFDL group and broader program performance goals and related KPIs for service provision and R&D activities.
* Meet individual and team outputs defined in annual performance agreements, and other objectives as advised by line management
* Lead, plan and coordinate AFDL research activities aimed at the identification and characterisation of infectious pathogens of aquatic animals.
* Contribute to better understanding of disease pathogenesis and development of improved diagnostic procedures.
* Contribute to the maintenance of laboratory practices and standards to meet the QA/QC requirements for testing and reporting outputs under NATA/ISO17025 accreditation standards.
* Maintain current knowledge on aquatic animal diseases of major concern to Australian aquaculture and fisheries industries, and on modern and emerging testing technologies and apply them to AFDL’s projects, as appropriate.
* Effectively interact with other members of AFDL, AAHL (including Animal Ethics Committee and Biorisk Management Group) and external collaborators in the undertaking of R&D and diagnostic activities.
* Effectively communicate scientific and diagnostics results both internally and externally via reports, meetings and conference presentations.
* Collaborate with other AAHL scientists to publish results of investigations and service activities in official reports, industry and scientific publications.
* Abide by and promote AAHL Biorisk Management regulations and conduct work consistent with CSIRO Equal Employment Opportunity and Occupational Health, Safety & Environment principles.
* 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.
* 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:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious proposals/ideas.
* **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

### Selection Criteria

#### Essential

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

1. Doctor of Philosophy in virology, molecular biology or 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 managing multidisciplinary research projects.
4. Demonstrated ability to lead a project team, deliver on milestones and to network with scientific colleagues.
5. Demonstrated ability and willingness to contribute ideas and new approaches to meet experimental needs where methods are not defined.
6. Demonstrated knowledge of the critical elements of a laboratory Quality Assurance system.
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 plan, conduct and report *in vivo* experiments with finfish, crustaceans and/or molluscs.
3. A demonstrated achievement in characterisation of infectious pathogens leading to new knowledge on host/pathogen interactions.

### Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they 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, 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. 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. Certain positions will require medical assessment and vaccinations against various agents.
8. Positions working at PC4 will also require a pre-employment psychological assessment.
9. 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.
10. 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.
11. 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.
12. 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>

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