# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Veterinary Services Manager |
| Job Reference | 66593 |
| Tenure | Indefinite Full Time |
| Salary Range | AU$113,338\_ to AU$132,811 pa (pro-rata for part-time) + 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 and overseas applicants |
| Position reports to the | Deputy Director |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 4 |
| Enquire about this job | Contact [Debbie Eagles] via email at debbie.eagles@csiro.au or phone +61 3 5227 5000 |
| 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) seeks to appoint a Veterinary Services Manager who has a strong and demonstrated interest in the delivery of science relating to infectious zoonotic and animal diseases including current COVID-19 animal model research and vaccine development.

The Veterinary Services Manager will contribute to the provision of a fully compliant portfolio of safe, ethical, efficient systems and services that meet the current and evolving needs of the research community. You will provide hands on support and guidance to the three Animal Services Teams located in PC2, PC3 and PC4 biocontainment facilities who provide animal research delivery, husbandry and care to ensure that animal usage adheres to the principles of replacement, reduction and refinement to ensure efficient delivery of research outcomes.

The Veterinary Services Manager will communicate with regulatory entities. They will promote awareness of regulatory issues in the conduct of ethical and responsible animal research as well as contribute to QA and GLP compliance systems and Animal Ethics proposals. They will use their expertise in animal research and infectious disease to provide specialist input into projects, work with our scientists and collaborators to implement, contribute to and deliver 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 successful candidate will also provide technical and policy advice when necessary.

### The position will provide a high level of professional veterinary expertise in support of research projects using animals within AAHL’s microbiologically secure area. The suitable candidate will hold a veterinary degree registrable with Veterinary Boards in Australia and experience in a field relevant to animal models and infectious disease research.

The successful applicant must be able meet CSIRO AAHL microbiological security requirements and other Australian Security requirements. They must undertake a medical and psychological assessment for working at BSL4 and be deemed suitable for this work. They must also be willing to be vaccinated against specific agents as required.

### Duties and Key Result Areas:

National Facilities Animal Services

* Have line management oversight for the animal services teams (3) and projects within these facilities.
* Support the animal services capability to perform animal studies through guidance on and/or participation in animal studies to ensure they are delivered with the safety and animal welfare as the highest priorities:
* Provide hands on support for the provision of veterinary, husbandry, care and experimental procedures for animals that are used for animal infection and other studies.
* In conjunction with team leaders of animal facilities develop and/or refine relevant training structures across the animal services network which easily identify a technician’s competency level and training needs.
* Ensure compliance with Animal Ethics and Welfare guidelines and regulations, by adhering to the code of practice, procedure and policies at all times.
* Ensure key stakeholders are engaged to ensure success of animal studies; Biorisk Management Group, Health Safety Environment, Animal Ethics Committee, scientific teams and Facility management.
* In conjunction with the Animal services Team Leaders, develop rolling strategies for each individual animal facility to support the overall animal services strategic direction.
* Hands on involvement in animal studies when available to ensure training competencies for self are reached and maintained for the 3 animal services teams.
* In collaboration with the QA Team define the QA standard and quality management system required for Animal Services, and document strategies to attain QA accreditation across the animal facilities
* In collaboration with the animal facility managers, research teams, and animal welfare officer, define requirements and develop suitable animal health monitoring programs for ongoing maintenance of stock animals.
* Develop effective networks and relationships with facility support teams, and develop appropriate systems to ensure the efficient function and maintenance of AAHL’s animal facilities to support the safe delivery of animal infection studies
* Ensure continual improvement of processes and systems resulting in improved regulatory compliance and service delivery
* Communicate the outcomes of research activities by means of peer-reviewed scientific publications, reports and reviews, and give oral presentations to scientific, client and community audiences where appropriate. Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.

Biorisk Management

* Attend meetings as a sitting member of the Internal Biorisk Committee (IBC)
* Support the management of microbiological security through minimisation of risks associated with animal studies
* Understand and adhere to microbiological security and compliance regulations, legislation & standards in AAHL and specifically related to the animal facilities
* Support each animal facility to develop processes that implement a risk assessment-based approach to the management of microbiological risks.

Other Duties

* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* 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 procedures and policy, Diversity initiatives and Making Safety Personal 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 essential criteria can be appointed.*

* A veterinary degree registrable with Veterinary Boards in Australia or registration by examination with an Australian Veterinary Board.
* Willingness to undertake hands-on animal handling, husbandry and technical tasks
* Demonstrable experience leading technical animal teams delivering to diverse range of internal and external customers
* Demonstrated ability to plan, budget, and manage delivery of scientific projects utilising animals.
* Demonstrated commitment to safeguarding and improving the welfare of animals used in research including familiarity with the Australian code of practice for the care and use of animals for scientific purposes.
* Leading and managing diverse work teams delivering animal research studies involving pathogens in conventional laboratory and livestock animal models

## **Desirable:**

* Experience in managing a research animal facility and experimental animals in the context of high consequence pathogen research.
* Experience in biorisk management and experience developing and delivering animal models for PC4/BSL4 level pathogens (incl. willingness to undertake PC4 suit training)
* A PhD or equivalent research experience in a field relevant to animal disease research.
* Post-graduate experience in anatomic pathology and histopathology.
* Experience of working within a Quality Assurance and/or Good Laboratory Practice (GLP) system.

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.

To be eligible for this position you must be willing and able to:

* Adhere to CSIRO AAHL microbiological security requirements, other Australian Security requirements applicable to the position and HSE policies.
* Be vaccinated against influenza, rabies, hepatitis B, Japanese encephalitis or other agents as specified if required for the role performed.

**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.
* Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must always be complied with.

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