# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Animal Technician |
| Job Reference | 67032 |
| Tenure | Indefinite Full-time |
| Salary Range | AU$63,594\_ to AU$80,937 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Geelong, ACDP |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens Only |
| Position reports to the | Large Animal Facility Team Leader |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Sheree Brown, sheree.brown @csiro.au, 03 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](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

We seek to appoint an Animal Technician to assist in the Biocontainment Large Animal Facility (LAF) at the Australian Centre for Disease Preparedness (ACDP) Geelong. The Large Animal Facility (LAF) capability is essential for the support the Australian Animal Health Laboratory (AAHL) Diagnostic Surveillance and Response Program response and research obligations and with Health and Biosecurity Business Unit currently working on COVID-19 vaccine development.

The LAF team are a core group of highly trained technical staff that contribute to various animal research projects. The demands of the work are at Biocontainment levels PC3 & PC4 and requires professional and team-oriented staff to ensure the best possible outcomes for the research, animal and staff welfare.

The Animal Technician will have responsibilities which include provision of animal husbandry, collection of samples from infected research animals, data collection and storage, liaison with scientists and veterinarians, promotion of animal welfare and development of quality assurance systems. This work takes place in the microbiological containment facility and there is a particular focus on zoonotic diseases.

Weekend work is involved on a roster basis and shift work may be required from time to time.

A small team of dedicated people assist in the day to day running of the facility however many tasks involve working alone. All staff working in this environment must pass security, medical and psychological checks and be vaccinated against various diseases.

Aboriginal and Torres Strait Islander people are encouraged to apply.

### Duties and Key Result Areas:

* Apply knowledge of animal husbandry and behaviour in day-to-day activities.
* Following training, provide technical assistance to research activities involving animals within the microbiologically collection of biological samples such as blood and tissues form animals carrying infectious contained facility at CSIRO ACDP. Duties include conducting animal husbandry procedures and diseases.
* Improve animal welfare through innovation, astute observation, promotion of animal welfare principles and compliance with animal ethics committee approved protocols and facility policies.
* Undertake animal studies work under a compliance framework ensuring Animal Ethics Committee protocols and policies are adhered to. Provide advice to scientific staff about animal welfare and ethical standards for AEC applications.
* Contribute to the success of research activities through effective liaison with team members, scientists, laboratory technicians and veterinarians; thorough planning of activities; attention to technical details; excellent record keeping; appropriate decision making and support of a strong safety culture.
* Develop and implement improved monitoring and record systems for animals used in research to facilitate compliance and certification of the animal facilities to a relevant quality standard.
* Perform manual labour such as lifting heavy items and other physically demanding tasks.
* Deliver strong support to a highly dedicated team, responding promptly to unexpected changes in circumstances and identifying creative solutions to logistical challenges.
* Apply strong organisational skills and perform practical tasks according to protocols and on schedule.
* Work in a diverse team and strive to ensure trust is gained with fellow team members to develop excellent and cohesive working relationships with a focus on team goals
* As an animal facility the LAF team undertakes weekend work on a rostered basis and for some studies this may include work after core hours.
* Adhere to the spirit and practice of CSIRO’s Values and Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Abide by and promote ACDP’s microbiological security regulations.

## Other duties as directed.

## **Required Competencies:**

* **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.
* **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.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **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.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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.

## **Selection Criteria**

#### Essential

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

1. A Bachelor of Animal related science or Agriculture, or a Diploma Qualification with demonstrated relevant experience in animal husbandry and animal behaviour.
2. Experience with husbandry and handling a broad range of species such as domestic livestock, laboratory animals and/or wildlife.
3. Demonstrated competence in routine husbandry and management procedures in a veterinary or medical research or diagnostic facility, or on a farm.
4. Willingness to work with animals infected with serious zoonotic disease agents, following appropriate training including the wearing of personal protective equipment including biocontainment suits.
5. Demonstrated ability to maintain accurate records and understand the purpose of such records in a research and diagnostic facility.
6. Demonstrated ability to work productively and harmoniously in a team, with an understanding of the basis of a successful team, and an ability to work independently towards team goals.
7. A flexible approach to be available as part of the team roster for weekend and at times after hours work.
8. Demonstrated familiarity with the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes, maintaining the highest welfare standards.

## **Desirable:**

1. Experience in working within a quality assurance system.
2. Demonstrated ability to perform technical procedures such as collection of biological samples from animals.
3. Experience in working at high levels of bio-containment (BSL3 or 4).
4. An understanding of working with Animal Ethics and Protocols.
5. Computer literacy and data management skills.

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.

## 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 Centre for Disease Preparedness (ACDP) Site:**

**ACDP Special Conditions:**

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

* Adhere to CSIRO ACDP 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 ACDP 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 ACDP 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 ACDP, 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 additionally may not keep aquarium fish at their place of residence and personnel working with cane toad material must also avoid contact with amphibians.
* In addition, for a period of seven days after working in the microbiologically secure area of ACDP, 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 contact with 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)