# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Pathologist |
| Job Reference | 67222 |
| Tenure | Indefinite (Full-time) |
| Salary Range | AU$98,735 to AU$106,848 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Geelong, Victoria |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Team Leader, Pathology & Pathogen Biology |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 1 |
| Enquire about this job | Contact John via email at john.bingham@csiro.au or phone +61 3 5227 5008 |
| 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

The role of Research Scientist Staff 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 or community 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 Veterinary Pathologist role within CSIRO’s Australian Centre for Disease Preparedness (ACDP, formerly known as AAHL – Australian Animal Health Laboratory) provides anatomic pathology expertise to various facility user groups, including ACDP’s diagnostic laboratory and research teams. This role will require working at high levels of bio-containment with dangerous human and veterinary pathogens at BSL3 and BSL4.

The Veterinary Pathologist will provide pathology support for animal challenge experiments and will use their expertise in pathology to develop, implement and interpret research data in the area of zoonotic and emergency animal infectious diseases, for the purpose of mitigating their impact on Australian society, the economy and the environment. They will also communicate the outcomes of their results through written and oral means and provide technical and policy advice when necessary. The Veterinary Pathologist will also be encouraged to sit on internal committees and relevant national advisory committees.

The successful candidate will need to meet institutional microbiological security and security assessment requirements and to undergo medical and psychological assessments.

We’re working hard to recruit diverse people and ensure all our people feel supported to do their best work and empowered to let their ideas flourish. If you believe that your skills are a close match for this position, and you would like additional information, please Dr. John Bingham via email.

### Duties and Key Result Areas:

* Provide a prompt and accurate service in veterinary anatomic pathology in support of internal and external research projects and ACDP’s diagnostic program.
* Support ACDP’s program to aid the detection and control of transboundary animal diseases and other zoonotic and emergency diseases in Australia and the Asia-Pacific region.
* Support research projects, identifying new opportunities for relevant research, developing project proposals, securing funding support, implementing research plans, analyzing data, communicating results to stakeholders, and where necessary, assisting in the application of research outcomes, all in collaboration with internal capability teams and research partners.
* Provide gross pathology expertise to research projects, including to projects conducted at BSL3 and BSL4.
* Provide expertise in ultrastructural and clinical pathology to research projects and the diagnostic program.
* Provide on-the-job training to technical staff and students to ensure outcomes are successful for diagnostic objectives or in accordance with research design.
* Participate in ACDP’s training programs and other technology transfer seminars/workshops for veterinarians and animal health professionals from Australia and overseas. These activities may involve domestic and international travel.
* Communicate the outcomes of research activity by means of peer-reviewed scientific publications, reports and reviews, and give oral presentations to scientific, client and community audiences where appropriate.
* Operate under and support ACDP’s quality assurance systems, including ISO 17025 and GLP.
* As required, provide general veterinary support for animal challenge studies at BSL3 and BSL4, which on occasions may require after-hours and weekend work. At all times comply with Animal Ethics and Welfare guidelines and regulations, by adhering to the code of practice, procedure and policies.
* Develop and maintain domestic and international networks of scientific collaborators engaged in pathogenesis studies to increase AAHL’s profile and influence.
* Represent ACDP on relevant national advisory committees, as appropriate.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Abide by the microbiological security regulations at ACDP, being aware of and adhering to the microbiological security provisions that apply to exotic disease and commercial specimen testing.
* 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:** 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.
* **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.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **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**

#### Essential

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

1. A veterinary degree and demonstrated post-graduate experience and practical knowledge in anatomic pathology.
2. Demonstrated experience in contributing to experimental research, including planning and implementing research projects, analysing data and writing/presenting scientific reports.
3. Demonstrated ability to work harmoniously within a team, build positive interactions with stakeholders and customers and to engage productively with business/institute commitments and objectives.
4. Willingness to participate in experiments using animals infected with pathogens.
5. Ability to follow appropriate training and competency assessment, willingness and ability to work in high containment environments, including PC4.
6. Be available to work outside of regular work hours and a willingness to travel domestically and overseas, as required.

## **Desirable:**

1. Practical experience in working with animals under experimental conditions.
2. Experience with the development and/or operation of quality assurance systems.
3. Experience in electron microscopy and other high-resolution microscopy methods for the purpose of determining ultrastructural cellular changes.
4. Experience in veterinary clinical pathology.

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.

Include if relevant:

* 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.
* The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting Level 1.
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
* AAHL - Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site.

**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 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.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. 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)