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# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | LAF Veterinarian |
| Job Reference | 67521 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$86,687 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Geelong, Australian Centre for Disease Preparedness |
| 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 | Contact Sheree Brown, sheree.brown@csiro.au, 03 5227 5000  *Please do not email your application directly to Sheree Brown. 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](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

The Veterinarian will 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 of the Australian Animal Health Laboratory (AAHL) Diagnostic Surveillance and Response Program and the Health and Biosecurity Business Unit currently working on COVID-19 vaccine development.

The Veterinarian will provide a high level of professional veterinary expertise in support of research projects using animals within ACDP’s microbiologically secure area. They will work with a team of animal technicians and research staff in the provision of animal husbandry and care and ensure that animal usage adheres to the Australian code of practice for the care and use of animals for scientific purposes.

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

A small team of dedicated people participate 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.

### The appointee must be able to meet ACDP microbiological security and security assessment requirements.

### Duties and Key Result Areas:

* Working as part of the Animal Services Team in the Large Animal Facility deliver animal studies utilising AAHL’s biocontainment facility.
* Provide veterinary expertise in support of research projects involving animals within the microbiologically contained facility at CSIRO AAHL. This includes conducting animal husbandry procedures and collection of biological samples such as blood and tissues form animals carrying infectious diseases.
* Improve animal welfare through innovation, astute observation, promotion of animal welfare principles and compliance with Animal Ethics Committee protocols and policies.
* Ensure 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 strong safety culture.
* Contribute to the animal study component of projects that inform on risk and mitigation measures through establishment of disease characteristics and for generation of quality reagents and reference materials.
* Use appropriate poisons control and ensure relevant protocols and procedures are strictly adhered to
* In conjunction with the Animal Services team leaders, develop and implement improved monitoring and record systems for animals used in research to facilitate certification of the animal facilities to a relevant quality standard
* Once competent in all relevant ACDP training programs, provide training to other LAF staff and assist in writing and reviewing SOPs, training programs and other relevant documentation in the LAF.
* Contribute to project activities through customer engagement and through active involvement in collaborative project teams, including provision of advice to scientific staff on project design and implementation.
* Abide by and promote microbiological security regulations at AAHL, being aware of and adhering to the microbiological security provisions that apply to exotic diseases and ensuring risks are appropriately minimized in all animal studies.
* Support the commitment to workplace health and safety at ACDP through promotion of a strong safety culture
* Assist in the preparation of scientific papers, reports and review as required, and give oral presentations to scientific and client audiences, and the broader community.
* Participate in formal training programs, and other technology transfer seminars/workshops within ACDP by providing lectures/presentations and practical demonstrations, including clinical examinations and autopsies.
* Represent CSIRO ACDP at meetings, seminars, workshops etc. as appropriate.
* Abide by and promote microbiological security regulations at CSIRO ACDP
* 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:** 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:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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 registrable with Veterinary Boards in Australia or registration by examination with an Australian Veterinary Board (relevant qualifications with experience may be considered).
2. Experience with husbandry and handling a broad range of species such as domestic livestock, laboratory animals and/or wildlife and demonstrated competence in routine husbandry and management procedures in a veterinary or medical research or diagnostic facility, or on a farm.
3. Willingness to work with animals infected with serious zoonotic disease agents, following appropriate training including the wearing of personal protective equipment including biocontainment suits.
4. The ability to develop and adapt veterinary and husbandry techniques for novel scientific procedures and unusual animal species.
5. Demonstrated ability to work productively and harmoniously in a team, demonstration of an understanding of the basis of a successful team, and also an ability to work independently as required.
6. 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.
7. Demonstrated ability to maintain accurate records and understand the purpose of such records in a research and diagnostic facility, which may include writing reports, for example clinical or experimental records, publications in scientific journals or conference abstracts as well as writing of ethics committee proposals.

## **Desirable:**

1. Experience with the development and/or operation of a quality assurance system including GLP.
2. Experience in working at high levels of biocontainment (PC3 or 4) with a range of animals including ferrets.
3. Knowledge of the animal diseases foreign to Australia, and, in particular, those exotic diseases likely to have a severe impact on trade in Australia’s livestock and livestock products, and the techniques used to diagnose these diseases.

Special Requirements:

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 work as part of team roster for weekend and at times after hours work.

**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 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 ACDP site.
* Willingness to be vaccinated against rabies, hepatitis B, Japanese encephalitis or other agents as specified.
* This position requires a medical and psychological assessment for working in a BSL4 environment.

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