# Position Details

## Research Scientist/Engineer- CSOF7

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Fermentation Team Leader |
| Job Reference | 66436 |
| Tenure | Indefinite  Full-time |
| Salary Range | CSOF7 - AU $136,437 to AU $150,956 pa (pro-rata for part-time) + up to 15.4% superannuation  CSOF8 - AU $162,800 to AU $204,400 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Melbourne, VIC (Clayton and Parkville) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Biology Group Leader |
| Client Focus – Internal | 10% |
| Client Focus – External | 90% |
| Number of Direct Reports | ~10 |
| Enquire about this job | Contact via email at [Susie.nilsson@csiro.au](mailto:Susie.nilsson@csiro.au) or phone +61 419 524 576 |
| 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.

This role is to lead the fermentation team, with a specific focus on the completion of the cGMP (Current Good Manufacturing Practice) facility, business development and project delivery under ISO9001 and cGMP conditions.

### Duties and Key Result Areas:

* Act as a trusted advisor, utilising knowledge of client’s business and understanding of their underlying needs.
* Anticipate industry and/or community needs and market direction through client liaison/networking and identify and adapt quickly to changes.
* Use professional expertise, knowledge of other disciplines and research experience/achievement to attract, formulate, develop and complete an approved research program with general direction as to the aims of their activities.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agree timeframes and budget.
* Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
* 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.

**For appointment at the higher salary level (CSOF8), duties will also include:**

• Maintaining international science eminence.

* Securing significant research funds/industry engagements.

## **Required Competencies:**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. Relevant bachelor’s degree and PhD or equivalent relevant work experience in protein production.
2. A current driver licence (Open Australian class C driver licence).
3. Technical expertise in mammalian and insect cell fermentation.
4. Extensive knowledge of ISO9001 and cGMP regulations, bioprocessing and production of material under these guidelines.
5. Demonstrated ability to attract funding/projects and lead teams in the planning, scheduling and delivery of multiple large and small projects.
6. Extensive knowledge of the Biotech space both within Australia and internationally as well as business acumen.

**Additional essential criteria for CSOF8 appointment:**

1. World leader in the field of research or its transfer to industry.
2. Publications/citations and or patents reflecting a world leader in the field or equivalent in industry interactions.
3. Demonstrated ability to attract significant research funds/ industry engagements.

## **Desirable:**

1. Expertise in construct design for mammalian expression
2. Experience working with the TGA or equivalent.

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/
* This role has child safety obligations. Accordingly, the successful candidate will be required to obtain or provide evidence that they hold a working with children check prior to confirmation of appointment.

## **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 CSIRO [Manufacturing](https://www.csiro.au/en/Research/MF)