# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Molecular Diagnostic Scientist |
| Job Reference | 64800 |
| Tenure | Specified Term 3 years  Full-time |
| Salary Range | AU$83,687 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Geelong AAHL, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Team Leader – Molecular Diagnostics |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Jianning Wang via email at Jianning.wang@csiro.au or phone +61 3 5227 5431 |
| 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 Diagnosis, Surveillance and Response Program (DSR program) at the Australian Animal Health Laboratory (AAHL) provides diagnostic and research capability required to investigate and respond to high impact and newly emerging diseases affecting livestock and other animals, including zoonotic agents. Molecular diagnostics underpin AAHL’s front-line routine and Emergency Animal Disease (EAD) diagnostic capability and encompass both PCR and DNA sequencing methodologies.

We seek to appoint a Molecular Diagnostics Scientist based within the microbiologically secure Molecular Diagnostics laboratory. You will be required to perform day-to-day routine molecular diagnostic tests under NATA/ISO 17025 accreditation, contributeto thedevelopment and validation of PCR based molecular diagnostic assays and updating laboratory Standard Operating Procedures (SOPs). The Molecular Diagnostics Scientist will undertake ‘on-call’ or after-hours diagnostic duties as required and contribute to research projects and other DSR program activities.

You will also work and provide diagnostic training in overseas laboratories as required, to meet the project objectives of AAHL’s international animal health reference laboratory responsibilities. Overseas work will only be undertaken once the required competency standards are met and may involve multiple trips of 1-2 weeks duration, potentially up to 4 weeks, in primarily Asia/Pacific countries.

## The appointee must be able to meet AAHL’s microbiological security and security assessment requirements.

### Duties and Key Result Areas:

* Work within BSL3 laboratories to perform day-to-day routine molecular diagnostic PCR assays and ‘on-call’ duties under NATA/ISO 17025 accreditation for routine and emergency disease investigation.
* Work in overseas laboratories and/or hosting visiting scientists and collaborators from overseas institutions to develop and provide structured training in diagnostic test development.
* Perform development and validation of PCR based molecular diagnostic assays, contributing to development and updating Standard Operating Procedures (SOPs) and to applications for NATA accreditation.
* Cross-train and participate in a range of research and technical activities within the AAHL Molecular Diagnostics Team, as well as contribute to laboratory house-keeping and maintenance activities.
* Contribute to QA requirements, including reporting and authorising tests, maintaining up-to-date and accurate test records, and proficiency testing.
* Work independently or collaboratively with colleagues on assigned research and development activities, including experimental design, implementation and timely completion of this work.
* Assist the team leader and veterinary investigation team by providing oral and written advice upon request.
* Contribute to the effective functioning of the AAHL Molecular Diagnostics Team and other diagnostic teams in the Diagnosis Surveillance and Response Group, to meet Annual Performance Goals and other objectives as advised by line management.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Provide coaching, on-the-job training and instruction to colleagues (in particular new or less experienced staff), on activities pertaining to the immediate work area and responsibilities.
* 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 plans and policies, Diversity initiatives and Zero Harm 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. Bachelor of Science degree or equivalent relevant experience in Biological Sciences or a related discipline.
2. Demonstrated knowledge and technical skills in relation to diagnostic conventional and real-time PCR, ideally within an accredited diagnostic laboratory environment.
3. Demonstrated ability to evaluate and develop of molecular assays/procedures, including high-throughput sample processing and testing workflows (e.g. nucleic acid extraction and testing procedures).
4. Demonstrated experience in troubleshooting PCR-based tests.
5. Demonstrated experience in conducting diagnostic and research projects, including planning, scheduling, executing and satisfactory completion of activities.
6. High level interpersonal and written and verbal communication skills including the ability to document results and communicate effectively with colleagues and clients from diverse cultural backgrounds in order to meet project goals and timelines.
7. Willingness and ability to travel overseas for periods of between 1 to 3 weeks to deliver project work and to provide structured training for overseas collaborators.

## **Desirable:**

1. Postgraduate or Honours degree in molecular biology or a related discipline.
2. Experience with LIMS (Laboratory Information Management System).
3. Knowledge and experience in DNA sequencing (Sanger and NGS), and sequence analysis.).
4. Up-to-date knowledge of transboundary animal diseases

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/

**Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Animal Health Laboratory (AAHL) Site:**

1. The nature of our work requires that each person working on site must comply with the conditions described below.
2. 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.
3. 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, mules and camelids, 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 at times specific species may be excluded depending on the nature of the work conducted.
4. 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.
5. Working in the barrier maintained Small Animal Facility or the Werribee Animal Health Farm requires avoidance of additional animals such as mice, rats, guinea pigs, rabbits, ferrets and poultry of a minimum of 3 days prior to arrival.
6. It is usual practice in laboratories where work with infectious disease agents is carried out, to collect a blood sample from personnel and store serum for future reference. This is a safety precaution, so that if any person becomes ill in the future, serum samples are available for testing.
7. Certain positions will require medical assessment and vaccinations against various agents.
8. Positions working at PC4 will also require a pre-employment psychological assessment.
9. Given AAHL’s role in the International Regional Program, there may be a requirement for some personnel to travel internationally and if required for this work, suitable staff should be able to obtain a valid passport.
10. Should an emergency response situation arise, AAHL may be required to implement the Emergency Animal Disease Response Plan and personnel may need to contribute to response requirements, including after hours work.
11. 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.
12. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the AAHL site.

Additional information detailing AAHL's micro-security restrictions can be found at it:

<http://www.csiro.au/resources/AAHLStaffRestrictions.html>

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