# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist - Virology |
| Job Reference | 71972 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$98,735 to AU$106,848 pa + up to 15.4% superannuation |
| Location(s) | Black Mountain, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents * Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible candidates) |
| Position reports to the | Team Leader – Rabbit Biocontrol |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Robyn Hall via email at:  [Robyn.Hall@csiro.au](mailto:Robyn.Hall@csiro.au)  or phone:  +61 2 6246 4245 |
| 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.

Rabbit caliciviruses are important biocontrol agents in Australia, used to manage invasive feral rabbits that severely impact our agricultural industries and environment. However, research into these agents is hampered due to lack of a suitable *ex vivo* culture system. Recent advances in organoid technologies have facilitated investigations into host-pathogen interactions for other previously non-cultivatable viruses, including human calicivirus. The Research Scientist - Virology will further refine the rabbit intestinal and hepatic organoid cultures established in our lab to enable robust replication of rabbit caliciviruses, and will study their fundamental biology and evolution, including mechanisms of immune escape.

### Duties and Key Result Areas:

* Optimise rabbit organoid cultures for the robust cultivation of rabbit caliciviruses and subsequently design and undertake detailed studies on the fundamental biology of these viruses.
* Using rabbit organoid cultures, conduct research into host-pathogen interactions, including mechanisms of immune escape in rabbit caliciviruses.
* Under limited direction, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Present results in a meaningful format, prepare reports for clients and/or write scientific papers for publication.
* Address problems promptly and in a constructive manner, selecting the most profitable lines of attack upon a problem, preparing detailed design proposals and experimental protocols.
* Undertake experimental and/or observational research activities, often requiring the supervision and/or training of others to ensure experiments are established in accordance with research design, or as required.
* Draw on professional expertise, knowledge of other disciplines and research experience, recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across disciplines.
* 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:** 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 doctorate in a relevant discipline area, such as Virology or Developmental Biology.
2. Demonstrated strong research experience in the use of organoid/advanced tissue culture systems for exploring host-pathogen interactions.
3. Demonstrated skills and experience in Molecular Virology/Biology.
4. Track record demonstrating a motivation and discipline to carry out autonomous research, and the ability to independently plan and conduct research investigations.
5. Demonstrated ability to prioritise, delegate, adapt research activities, and manage resources to deliver on realistic research milestones.
6. A record of high level written and oral communication skills, in the form of scientific publications in peer-reviewed international journals and conference presentations.
7. A record of science innovation and creativity, plus the ability & willingness to incorporate novel ideas and approaches into scientific investigations.
8. Demonstrated ability to overcome complex problems.
9. Demonstrated record of teamwork and collaboration to achieve team objectives.

## **Desirable:**

1. Experience in the establishment of viral reverse genetics systems.
2. Experience with histopathology.
3. Willingness to participate in animal infection experiments with rabbits.
4. Demonstrated ability and willingness to lead students and technical staff.
5. A current and valid driver’s licence.

Special Requirements

Appointment to this role will be subject to the following conditions:

* 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/

## **About CSIRO:**

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• People First

• Further Together

• Making it Real

• Trusted

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/Research/BF)