## Position Details

Research Scientist/ Engineer – CSOF5

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| The following information is for applicants |
| Advertised Job Title | Veterinarian/Veterinary Scientist (Team Leader) |
| Job Reference | 83208 |
| Tenure | Up to three years (36 months) |
| Salary Range | CSOF Level 5: AU$105k to AU$114k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates that include:* Australian/New Zealand Citizens,
* Australian Permanent Residents,
* Australian Temporary Residents,

Overseas applicants who may require visa sponsorship from CSIRO |
| Position reports to the | Group Leader Vertebrate Management Systems |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | TBA  |
| Enquire about this job | Tanja.strive@csiro.au  |
| 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 or call 1300 984 220. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

## **CSIRO Health & Biosecurity (H&B)**

We undertake world-class multidisciplinary science, develop relevant IP and deploy innovative solutions through our national and global networks to address the complexity and interdependencies of human, animal and environmental health and biosecurity challenges across Australia and the world. We work with a diverse range of people and partners that span Australia and 25 countries, fostering a shared vision to create measurable economic, environmental, and social impact.

Health & Biosecurity’s portfolio of work drives impact through three key impact areas:

* Increasing Australia’s preparedness and responsiveness to health and biosecurity threats
* Accelerating the technologically and digitally driven transformation of Australia’s healthcare and biosecurity systems
* Improving the health and wellbeing of all Australians

## **H&B – Biosecurity Program and the Vertebrate Management Systems Group**

The Biosecurity Program in CSIRO Health & Biosecurity works to mobilise science and technology to support preparedness and response to biosecurity risks to agriculture and the environment. The Vertebrate Management Systems Group is mostly Canberra based, research across this multidisciplinary group encompasses a range of fields from virology, ecology, genomics, viral and genetic biological control, and management of animal and insect pests of agricultural and environmental significance. One of the main responsibilities of this role will be to develop, implement and support research projects in the emerging area of genetic biocontrol with a focus on rabbits.

### Role Overview

CSIRO’s mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. Staff at this level use their considerable professional expertise, knowledge of other disciplines and research experience and achievement to formulate, develop and complete an approved research program with general direction as to the aims of their activities. They demonstrate a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches. They identify and adapt quickly to changes in client needs and market directions. Using their knowledge of the clients' business and understanding of their underlying needs, they act as trusted advisors. They anticipate industry and/or community needs through client liaison and networking.

The Research Scientist/veterinarian will work with the Group Leader and other scientists within the Biosecurity Program to investigate novel genetic control technologies for the more humane and effective biological control of vertebrate pests, especially rabbits. As a registered veterinarian they will be responsible for the small animal facilities at CSIRO, including a small domestic rabbit breeding colony, and lead a small team of animal carers and research projects officers. They will also provide veterinary support to existing projects investigating classical viral biocontrol approaches for rabbits.

## **Duties and Key Result Areas**

* Provide veterinary expertise in support of research projects involving animals including conducting animal husbandry procedures, experimental viral infections, artificial insemination procedures and/or other treatments, and monitoring and collecting biological samples.
* In collaboration with other CSIRO Scientists, develop new project ideas/proposals investigating novel biological control approaches, including genetic biocontrol
* Provide advice on best practice breeding and colony management of research animals, including health monitoring programs.
* Provide appropriate clinical care, including monitoring and management of research animals.
* Maintain high levels of animal welfare and strive for improvementthrough innovation, astute observation, promotion of animal welfare principles and compliance with Animal Ethics Committee protocols and policies.
* Develop, deliver and assess technical training procedures and resources for staff members involved in animal work, and maintain a training register
* In collaboration with other scientists in the team, develop and manage Animal Research Ethics Proposals for projects, including reporting.
* Liaise with the local biosecurity committee to implement PC2 certification and re-certification of the small animal facilities.
* Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace, in doing so model appropriate and professional behaviour in the workplace and manage people matters proactively
* Support the Research Group Leaders to build the long‐term science capability to support the delivery of the Program’s research and impact where it pertains to research involving animals

## **Selection Criteria**

### Essential Criteria

1. A veterinary degree registrable with the relevant Australian Veterinary Practitioners Registration Board
2. Demonstrated track record in Research delivery with experience in preparing and presenting oral and written reports on research findings.
3. Demonstrated experience with writing animal ethics and human research ethics proposals and familiarity with relevant codes of practice.
4. Demonstrated experience in conducting animal research in Physical Containment (PC2) facilities
5. Proven ability to work productively and harmoniously in a team, with a good understanding of the basis of a successful team, and the ability to work independently as required.
6. Proven commitment to safeguarding and improving the welfare of animals, including knowledge of the Australian Code of Practice for the care and use of animals for scientific purposes.
7. Experience or willingness to participate in viral infection studies

### Desirable Criteria

1. Experience in assisted reproductive technologies (e.g. artificial insemination/IVF) or a keen willingness to acquire these skills
2. Experience in managing small animal research and breeding facilities
3. Proven ability to develop and adapt veterinary and husbandry techniques for novel scientific procedures and varied animal species.
4. Experience reviewing and refining current processes, developing training resources, and conducting the training of animal techs and other relevant staff.
5. Experience in using databases (e.g. MS Access), data graphics (e.g. SigmaPlot) and undertaking statistical analysis (e.g. R statistical environment).

## **Required Competencies**

**CSOF5**

* **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 responses 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 change.

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 Clearance or equivalent. Please note that individuals 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 (<https://ielts.com.au/>).

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation.  In your application and at the interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted

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