# Position Details

## Research Scientist/Engineer- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Diagnostics Translation Research Scientist |
| Job Reference | 86651 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$141,949\_ to AU$157,055 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Westmead, Sydney NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/ New Zealand Citizens * Australian Permanent Residents * Australian Temporary Residents (currently residing in Australia (sponsorship may be provided to eligible candidates) * All international candidates |
| Position reports to the | Diagnostics Group Leader |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Alisha Anderson via email at [Alisha.Anderson@csiro.au](mailto:Alisha.Anderson@csiro.au) or phone +61 2 6246 4181 |
| 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. |

**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).

### Role Overview

CSIRO’s Health and Biosecurity Business Unit’s goal is to collaboratively deliver an impact that drives the transformation of Australia’s health and biosecurity sectors, improving prevention, detection and responses to health and biosecurity threats.

The role of the Research Scientist 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 a specific industry or community problem. 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. CSIRO’s Health and Biosecurity Human Health program is developing an accelerated translation pathway for human health diagnostics. This addresses an established capability and market gap in Australia and will focus on advancing diagnostic technologies from research through pre-clinical development and early-stage clinical validation. This position will take a leading role in developing the science, capability and frameworks for the translation pipeline. The Research Scientist will use their broad range of skills, technical and domain knowledge and networks to identify and prioritise high-value diagnostic technologies in areas of strategic importance to Health & Biosecurity and develop strategies and roadmaps for selected opportunities for clinical validation and commercial translation.

### Duties and Key Result Areas:

* Lead early-stage clinical validation of H&B’s diagnostics pipeline to develop and translate novel molecular, protein and metabolite diagnostics.
* Prioritise new diagnostics opportunities for further research through knowledge of clinical value, regulatory pathways, reimbursement and health economics.
* Responsible for fostering collaboration and interactions between scientists, clinical collaborators and clients.
* Carry out commercial development activities within a research area including preparing or contributing to project proposals and facilitation of priority setting processes.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agreed 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 practise, 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:** 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 post-graduate qualification including, a PhD in Biological Sciences or MBA or MBBS with relevant research experience
2. Established reputation and credibility in medtech development and early-stage translation in the industry
3. Evidence of strong engagement skills and relationship management that grows new science opportunities and supports commercial outcomes.
4. Demonstrated ability to lead individual and groups of projects of scale and/or complexity and manage financial and project performance.
5. **Demonstrated ability to work effectively as an integral member and leader of a multi-disciplinary, regionally dispersed research team, and foster an environment in which there is a high level of cooperation within and between teams.**
6. Outstanding written and oral communication skills with technical and non-technical audiences

## **Desirable:**

1. Experience translating novel in-vitro diagnostics.
2. Experience with delivering research under a recognised Quality management system.

Appointment to this role may be subject to conditions including the 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/

## **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 [Health and Biosecurity](https://www.csiro.au/en/Research/BF)

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

* People First
* Further Together
* Making it Real
* Trusted