# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Animal Technician – Large Animal Facility |
| Job Reference | 100896 |
| Tenure and Work Schedule | Indefinite, Full-time |
| Salary Range | AU$73,567 to AU$93,630 pa (pro-rata for part-time) + up to 15.4% superannuation (plus any applicable allowances) |
| Location(s) | Geelong, ACDP |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Large Animal Facility Team Leader |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Mike Kelly via email at mike.kelly@csiro.au, 03 5227 5254 |
| Support and Workplace Adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via email to the Talent Acquisition Consultant at shree.chattopadhyay@csiro.au or the *Hiring Manager mentioned above,* if we can help you to equitably participate in our recruitment process or the role itself. |
| 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).

**About CSIRO**

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world’s largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](https://www.csiro.au/research/indigenous-science), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](file:///C:/Users/lui008/OneDrive%20-%20CSIRO/Desktop/LIFE/LEADERSHIP/Inclusive%20Recruitment/PD%20and%20Job%20Ads/CSIRO.au) for more information.

### Role Overview

We seek to appoint an Animal Technician to assist in the Biocontainment Large Animal Facility (LAF) at the Australian Centre for Disease Preparedness (ACDP) Geelong. The Large Animal Facility capability is essential for the support of the Australian Animal Health Laboratory (AAHL) Diagnostic Surveillance and Response Program response and research obligations, as well as those of the Health and Biosecurity Research Unit.

The LAF team are a core group of highly trained technical staff that contribute to various animal research projects. The demands of the work are at Biocontainment levels PC3 & PC4 and requires professional and team-oriented staff to ensure the best possible outcomes for the research, and animal and staff welfare.

The Animal Technician will have responsibilities which include provision of animal husbandry, collection of samples from infected research animals, data collection and storage, liaising with scientists and veterinarians, promotion of animal welfare and development of quality assurance systems. This work takes place in the microbiological containment facility and there is a particular focus on zoonotic diseases.

Weekend work is involved on a roster basis and shift work may be required from time to time.

A small team of dedicated people assist in the day-to-day running of the facility, however, many tasks involve working alone. All staff working in this environment must pass security, medical, and psychological checks, and be vaccinated against various diseases.

Aboriginal and Torres Strait Islander people are encouraged to apply.

### Duties and Key Result Areas:

* Apply knowledge of animal husbandry and behaviour in day-to-day activities.
* Following training, provide technical assistance to research activities involving animals within the microbiologically contained facility at CSIRO ACDP. Duties include the collection of biological samples, such as blood and tissues, form animals carrying infectious diseases.
* Improve animal welfare through innovation, astute observation, promotion of animal welfare principles, and compliance with animal ethics committee-approved protocols and facility policies.
* Undertake animal studies work under a compliance framework ensuring Animal Ethics Committee (AEC) protocols and policies are adhered to. Provide advice to scientific staff about animal welfare and ethical standards for AEC applications.
* Contribute to the success of research activities through effective liaising with team members, scientists, laboratory technicians, and veterinarians; thorough planning of activities; attention to technical details; excellent record keeping; appropriate decision-making; and support a strong safety culture.
* Develop and implement improved monitoring and record systems for animals used in research to facilitate compliance and certification of the animal facilities to a relevant quality standard.
* Contribute to the development reviewing, updating, and improvement of site policies and procedures.
* Expectation to be flexible and work across all ACDP animal facilities on site.
* Perform manual labour, such as lifting heavy items, and other physically demanding tasks.
* Deliver high level support to a dedicated team, responding promptly to unexpected changes in circumstances, and identifying creative solutions to logistical challenges.
* Apply strong organisational skills and perform practical tasks according to protocols and on schedule.
* Work in a diverse team and strive to ensure trust is gained with team members to develop excellent and cohesive working relationships with a focus on team goals.
* As an animal facility, the LAF team undertakes weekend work on a rostered basis and for some studies this may include work after core hours.
* Adhere to CSIRO’s Values and Health, Safety and Environment plans and policies, Diversity initiatives, and Zero Harm goals.
* Abide by and promote ACDP’s microbiological security regulations.
* Demonstrate a work style that is suited to an environment that is rule-driven, detailed, systematic, fact-focused, accurate, and planned.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A tertiary qualification in a relevant field (science, agriculture, veterinary, nursing), or demonstrated 3+ years equivalent experience.
2. Experience with husbandry and handling a broad range of species, such as domestic livestock, laboratory animals, and/or wildlife.
3. Willingness to work with animals infected with serious zoonotic disease agents, following appropriate training, including the wearing of personal protective equipment (biocontainment suits inclusive).
4. Demonstrated ability to work productively and harmoniously in a team, as well as the ability to work independently towards team goals.
5. A flexible approach to be available as part of the team roster for weekend and after-hours work.
6. Excellent computer literacy and data management skills.

## **Desirable:**

1. Experience in working within a quality assurance system.
2. Demonstrated ability to perform technical procedures, such as collection of biological samples from animals.
3. Demonstrated ability to maintain and understand accurate records in a research and diagnostic facility.
4. Experience in working at high levels of biocontainment (BSL3 or 4).
5. An understanding of working with Animal Ethics and Protocols.

**Not sure if you meet all the criteria?**

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don’t let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

## **Required Competencies:**

* **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

**Setting You Up For Success**

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email to the Talent Acquisition Partner, if we can help you to equitably participate in our recruitment process or the role itself.

**Life at CSIRO and Flexible Working Arrangements**

We [work flexibly at CSIRO](https://www.csiro.au/en/careers/life-at-csiro/Flexible-work), offering a range of options for how, when and where you work.  We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](https://www.csiro.au/en/careers/life-at-csiro/Benefits) and [career development](https://www.csiro.au/en/careers/life-at-csiro/Career-development) opportunities. To learn more, visit [Careers at CSIRO](https://www.csiro.au/en/careers).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](https://www.csiro.au/en/careers/life-at-csiro/Diversity-inclusion-belonging) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

**CSIRO Values**

CSIRO is a values-based organisation committed to values-based leadership.

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| **Value** | **Descriptor** | **Behaviour** |
| **People First** | Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences. | * Respectful * Caring * Inclusive |
| **Further Together** | We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems. | * Accountable * Authentic * Courageous |
| **Making it Real** | We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change. | * Partnering * Cooperative * Humble |
| **Trusted** | We’re driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia’s trust in CSIRO. | * Curious * Adaptive * Entrepreneurial |

**Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](https://www.csiro.au/en/about/policies/child-safe-policy).

**Special Requirements**

**Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site**

**To be eligible for this position you must be willing and able to comply with the following:**

1. Certain positions including those working in the ACDP microbiological secure area will require security clearance at a level appropriate to duties of the position. Confirmation of the appointment is subject to obtaining that clearance.
2. It is essential that all work on exotic or emerging diseases carried out at ACDP 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 ACDP, 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.
3. In addition, for a period of seven days after working in the microbiologically secure area of ACDP, 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.
4. 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.
5. Certain positions will require medical assessment and vaccinations against various agents which may include (where applicable) influenza, Hepatitis b, Rabies, Japanese encephalitis, Q Fever and SARS-CoV-2 or other agents if working with certain viruses. The successful candidate will be required to provide satisfactory evidence of vaccination against certain viruses / diseases prior to commencement and/or may be expected to be vaccinated against other viruses/diseases during the course of their employment.
6. Positions working at PC4 will also require a pre-employment psychological assessment.
7. Given ACDP’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 and obtain applicable vaccinations.
8. In the event of an emergency disease response, ACDP may be required to implement the Emergency Animal Disease Response Plan and personnel may be directed to work in areas other than their usual assignment in order to meet the needs of the response. This direction may include work outside usual working hours, and may require working onsite.
9. 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.
10. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the ACDP site.

**The successful candidate will be required to:**

1. 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.
2. Undertake a National Health Security Check (to be arranged post-commencement).
3. Obtain and maintain a security clearance at the Negative Vetting Level 1 (to be arranged post-commencement).

**About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Australian Centre for Disease Preparedness](https://www.csiro.au/en/about/facilities-collections/acdp) for more information.

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

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