# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Laboratory Diagnostic Technician – Bacteriology & Serology |
| Job Reference | 99879 |
| Tenure | Specified Term of one year  Full-time |
| Salary Range | AU$ 96k- AU$109k per annum plus up to 15.4% superannuation |
| Location(s) | Geelong – Australian Centre for Disease Preparedness (ACDP), VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Team Leader Bacteriology |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Shafi Sahibzada via email at shafi.sahibzada@csiro.au or phone +61 3 5227 5452 and Dr Anthony Keyburn via email at anthony.keyburn @csiro.au or phone +61 3 5227 5769 |
| 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* 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**  We encourage you to reach out if you require any support or experience difficulties when applying - please email [careers.online@csiro.au](mailto:careers.online@csiro.au) |

**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 and also [Australian Centre for Disease Preparedness](https://www.csiro.au/en/about/facilities-collections/acdp) ACDP (formally known as AAHL, Australian Animal Health Laboratory).

### Role Overview

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff, usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Diagnosis, Surveillance and Response Program at the Australian Centre for Disease Preparedness (ACDP) provides diagnostic and research capabilities required to investigate and respond to newly emerging diseases affecting livestock and other animals. We seek to appoint a skilled laboratory diagnostic scientist to the bacteriology team in the Diagnosis, Surveillance and Response Program. The role will encompass several aspects of diagnostic microbiology and serology, primarily assisting with classical bacteriology, molecular assays, and some serology-based assays such as ELISA, IFAT, and CFTS in the bacteriology team.

The successful candidate will work in microbiologically secure (PC3) laboratories and be responsible for delivering outputs across a range of quality-assured laboratory diagnostic services. In particular, the work will include disease surveillance, bacteriology, serology and health certification testing for exotic and infectious diseases of veterinary significance, testing for sterility and freedom from contamination of biological materials intended for veterinary use, and associated laboratory housekeeping activities.

The appointee must meet ACDP's microbiological security and security assessment requirements.

### Duties and Key Result Areas

* Work in a microbiologically secure laboratory as part of a multi-disciplinary team with responsibilities and outputs supporting and delivering quality assured diagnostic testing services (ISO 17025) for a broad range of bacterial, parasitic, and fungal pathogens, as well as the exclusion of emergency animal diseases, routine surveillance and biological samples testing.
* Contribute to quality assurance requirements, including reporting tests, maintaining up-to-date and accurate test records, and proficiency testing.
* Provide general laboratory support for housekeeping and maintenance activities.
* Complete assigned tasks in a timely and professional manner while maintaining an awareness of team diagnostic priorities and the flexibility to assist team workflow.
* Assist the Bacteriology Team Leader, Innocuity Technical Manager and Veterinary Investigation Team by providing oral and written advice upon request.
* As required, work independently or collaboratively with colleagues on assigned activities, including experimental design, implementation and timely completion of work.
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO's reputation.
* Contribute to the effective functioning of the Bacteriology team and other diagnostic teams in the Diagnosis, Surveillance and Response Program to meet Annual Performance Goals and other objectives as advised by line management.
* Address problems promptly and in a constructive manner.
* Show initiative to seek new approaches to meet experimental or technological needs when encountering new problems where methods are not defined.
* Adhere to the spirit and practice of CSIRO's Values and Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Abide by and promote the ACDP's microbiological security regulations.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A Bachelor of Science (Hons) degree or equivalent relevant work experience in Biological Sciences or a related discipline
2. Demonstrated record of technical competence and achievement in laboratory diagnostic testing requiring skills in microbiology or serology, preferably in animal health.
3. An ability to plan and schedule laboratory workflow and address underlying issues of complex and ill-defined problems in a timely and technically sound manner.
4. Experience working independently and co-operatively as a member of a larger project team, and forming and maintaining effective and respectful relationships with a range of colleagues and collaborators.
5. High-level interpersonal, written and verbal communication skills, including the ability to document results and communicate effectively with colleagues and clients to meet project goals and timelines.
6. Demonstrated ability and willingness to contribute novel ideas and approaches supporting scientific investigations.
7. Demonstrated ability to pay close attention to detail in a microbiology laboratory setting

## **Desirable**

1. Experience in other laboratory diagnostic testing areas, including molecular microbiology, mycology, parasitology (including protozoa) and tissue culture.
2. Knowledge and experience in the requirements for quality assurance and quality systems in diagnostic testing.
3. Familiarity with Laboratory Information Management System data entry and reporting.

## **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.

**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 as mentioned on the table on page 1, 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**

**ACDP Special Conditions:**

To be eligible for this position you must be willing and able to:

* Adhere to CSIRO ACDP microbiological security requirements, other Australian Security requirements applicable to the position and HSE policies.
* Be vaccinated against influenza, rabies, hepatitis B, Japanese encephalitis or other agents as specified if required for the role performed.

**Security Assessment and Microbiological Security Requirements for Personnel Working on the ACDP Site**

The nature of our work requires that each person working on site must comply with the conditions described below.

* 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.
* 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 and mules, any other cloven-hoofed animal, fowls, turkeys, geese, domestic ducks, caged birds, emus or ostriches. Personnel working with diseases of aquatic animals additionally may not keep aquarium fish at their place of residence and personnel working with cane toad material must also avoid contact with amphibians.
* 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.
* Working in the barrier maintained Small Animal Facility requires avoidance of contact with additional animals such as mice, rats, guinea pigs, rabbits and poultry 3 days prior to arrival.
* Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must always be complied with.
* 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.
* The successful candidate will be required to obtain and maintain a security clearance at negative vetting 1.
* The successful candidate may be required to undertake a pre-employment medical examination prior to commencement.