## Position Description

Research Scientist/ Engineer – CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Veterinarian/Scientist |
| Job Reference | 100107 |
| Tenure and work schedule | Up to three years (36 months) |
| Salary Range | CSOF Level 5: AU$114k to AU$123k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) & Office arrangements | Canberra, ACT  Flexible working hours available to accommodate some pre-scheduled weekend duties |
| Relocation Assistance | Will be provided to the successful candidate, if required |
| Applications are open to | * Internal CSIRO Employees * Australian/New Zealand Citizens and * Australian Permanent Residents |
| Position reports to the | Genetic Biocontrol Team Leader |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 2+ |
| Enquire about this job | Kevin Oh at [kevin.oh@csiro.au](mailto:kevin.oh@csiro.au) or 02 6218 3454 |
| 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**  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.

## **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

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/about/people/business-units/health-and-biosecurity).

## **H&B – Biosecurity Program & Environmental Biosecurity Group**

The Biosecurity Program in CSIRO Health & Biosecurity works to mobilise science and technology to support preparedness and response to biosecurity risks to plants, animals and the environment. Within the Program, the Environmental Biosecurity Group is a multidisciplinary research unit focused on research and technology development for management of animal and insect pests of agricultural and environmental significance. Research expertise in this group encompasses a range of fields including genetics and genome engineering, ecology, adaptive biosecurity, classical and viral biological control, and most recently, genetic biocontrol.

**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 Veterinarian/Scientist will work with the Team Leader and other scientists within the Biosecurity Program to investigate novel genetic biocontrol technologies as more effective and humane alternatives to conventional techniques for managing vertebrate pests, especially small mammals. As the attending registered veterinarian, they will provide veterinary oversight for the small animal research facilities at CSIRO Black Mountain, including domestic rabbit and mouse breeding colonies, and lead a small team of research projects officers and animal care providers. They will also provide veterinary support to existing projects investigating viral biocontrols for rabbits and may be called upon to consult on other CSIRO projects involving animals.

## **Duties and Key Result Areas**

* Provide veterinary expertise in support of research projects involving animals including routine animal husbandry procedures, assisted reproductive techniques (e.g., artificial insemination, *in vitro* fertilisation), experimental viral infections, and monitoring and collecting biological samples.
* In collaboration with other CSIRO scientists, develop new project ideas/proposals investigating novel genetic and viral biological controls.
* Provide advice on best practice for breeding and colony management of research animals, including prospective health monitoring programs.
* Provide appropriate clinical care services, including monitoring, treatment, and where required, humane killing and necropsies of research animals.
* Assist in the preparation of scientific papers and reports, and review as required.
* 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 contribute to maintaining a training register.
* In collaboration with other scientists in the Team, develop and manage Animal Research Ethics Applications for projects, including reporting.
* Liaise with the local institutional biosecurity committee concerning use of regulated biological materials in a PC2 environment, assist with PC2 (re)certification of 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 Team and Group Leaders to build the long‐term science capability to support the Program’s research delivery and impact where it pertains to research involving animals

## **Selection Criteria**

#### **Essential**

1. A veterinary degree registrable with the ACT Veterinary Practitioners Board, with a minimum of one year of clinical veterinary experience.
2. Demonstrated competence in complex or non-routinehusbandry, surgery or animal management procedures in a veterinary, research, diagnostic or comparable industry environment.
3. Experience and/or willingness to perform research that involve humane killing of research animals, including lab animals infected with viral agents.
4. Demonstrated 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.
5. 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.
6. Must not own pet rabbits or have frequent direct exposure to domestic or wild rabbits.

#### **Desirable**

1. Expertise in assisted reproductive technologies (e.g. artificial insemination/IVF), mammalian embryology, or producing genetically modified animals, or a keen willingness to acquire these skills.
2. Proven ability to develop and adapt veterinary (e.g., surgical procedures) and husbandry techniques for novel scientific procedures and varied animal species.
3. Demonstrated record in effectively managing animal research facilities
4. Demonstrated record in Research delivery with experience in preparing and presenting oral and written reports on research findings.
5. Demonstrated experience with writing animal ethics and human research ethics proposals and familiarity with relevant codes of practice.
6. Demonstrated experience in conducting animal research in Physical Containment (e.g., PC2) facilities
7. Experience reviewing and refining current processes, developing training resources, and conducting the training of animal techs and other relevant staff.
8. Experience undertaking statistical analyses in the R programming language.

**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**

**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.

**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

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.