# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Molecular Diagnostic Technician |
| Job Reference | 82652 |
| Tenure | Specified term ending 24 December, 2023 |
| Salary Range | AU$66k - AU$84k per annum, plus up to 15.4% superannuation |
| Location(s) | Geelong – Australian Centre for Disease Preparedness (ACDP), Victoria |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Team Leader - Molecular |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Jianning Wang via email [Jianning.Wang@csiro.au](mailto:Jianning.Wang@csiro.au) or phone 03 5227 5431 |
| 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

The Molecular Diagnostic Technician is based within the microbiologically secure Molecular Diagnostics (PCR) laboratory at the Australian Centre for Disease Preparedness (ACDP) and contributes to the delivery of outputs across a range of quality assured laboratory diagnostic services. The role involves performing day-to-day routine molecular diagnostic assays under NATA/ISO 17025 accreditation, contributing to thedevelopment/re-development and validation of PCR based molecular diagnostic assays and updating laboratory Standard Operating Procedures (SOPs).

The position involves ‘on-call’ or after-hours diagnostic duties (as required) and the provision of additional assistance to other diagnostic teams within the program when needed, to enable multi-skilling in a range of scientific specialties. This ensures the ability to respond to urgent changes in diagnostic requirements during disease outbreaks.

Molecular diagnostics underpin ACDP’s front-line routine and Emergency Animal Disease (EAD) diagnostic capability and encompasses both PCR and DNA sequencing methodologies. The position forms part of the Diagnosis, Surveillance and Response Program which provides the diagnostic and research capability required to investigate and respond to newly emerging diseases affecting livestock and other animals.

### Duties and Key Result Areas:

* Work within BSL3 laboratories to perform day-to-day routine molecular diagnostic PCR assays and ‘on-call’ duties under ISO 17025 accreditation for routine and emergency disease investigation, for commercial clients, and for Reference Laboratory activities.
* Perform development/re-development and validation of PCR based molecular diagnostic assays, contributing to the development and updating of Standard Operating Procedures (SOPs) and applications for NATA accreditation
* Cross-train and participate in a range of research and technical activities within the ACDP Molecular Diagnostics Team, and contribute to laboratory housekeeping and maintenance activities.
* Contribute to laboratory quality assurance, including reporting and authorising tests, maintaining up-to-date and accurate test records, and proficiency testing.
* As required, work independently or collaboratively with colleagues on assigned research and development activities, including experimental design, implementation and timely completion of this work.
* Assist the team leader and veterinary investigation team by providing oral and written advice upon request.
* Contribute to the effective functioning of the ACDP Molecular Diagnostics Team and other diagnostic teams in the Diagnosis Surveillance and Response Group, to meet Annual Performance Goals and other objectives as advised by line management.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary research team 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 plans and policies, Diversity initiatives and Zero Harm goals.
* 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 degree or equivalent relevant experience in Biological Sciences or a related discipline.
2. Experience conducting and coordinating laboratory-based diagnostic tests under a quality management system ISO17025 in a PC3 laboratory, and a proven ability to address underlying issues of complex and ill-defined problems in a timely and technically sound manner.
3. Demonstrated knowledge and technical skills in relation to diagnostic conventional and real-time PCR.
4. Experience in high-throughput sample processing including automated nucleotide extraction platforms and workflows for molecular testing.
5. High-level interpersonal and communication skills, including the ability to document results, liaise with, and maintain effective and respectful relationships with colleagues and collaborators from a range of cultures and backgrounds.
6. Demonstrated ability to work both independently and co-operatively as a member of a larger project team.
7. Experience with LIMS (Laboratory Information Management System).

## **Desirable:**

1. Knowledge and experience in DNA sequencing and sequence analysis.

## **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.

Special Requirements

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

**ACDP Special Conditions that staff must comply with:**

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 such as influenza, rabies, hepatitis B, Japanese encephalitis or other agents as specified if required for the role performed.

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. Should an emergency response situation arise, ACDP may be required to implement the Emergency Animal Disease Response Plan and personnel may need to contribute to response requirements, including after-hours work.

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