# Position Details

## Research Management- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Biorisk Manager |
| Job Reference | 73360 |
| Tenure | Indefinite, Full-time |
| Salary Range | Attractive salary package offered, including up to 15.4% superannuation and a relocation package (if required) |
| Location(s) | Australian Centre for Disease Preparedness - Geelong |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Deputy Director - ACDP |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 2 |
| Enquire about this job | Debbie Eagles, Deputy Director via email at debbie.eagles@csiro.au or phone +61 3 5227 5067 |
| 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. |

### Role Overview

CSIRO Australian Centre for Disease Preparedness (ACDP) provides Australia’s highest level of biocontainment within purpose-built biosecurity infrastructure. Our people and partners work tirelessly to protect Australia’s valuable livestock and aquaculture industries, and the community, from exotic and emerging infectious diseases. The research we enable, made possible through the combination of our world-leading infrastructure, programs and expertise, helps protect Australia’s economy and environment, and the health and wellbeing of our nation.

ACDP is seeking to appoint a Biorisk Manager to lead our biosafety, biosecurity and biocontainment function in the ACDP Facility. The Biorisk Management Group will lead a group of 12 specialised staff and has a key role in ensuring the continued biocontainment of the facility, and adherence to safe and compliant working standards in a highly regulated environment. The Biorisk Manager provides high level advice to the Director and Deputy Director and has overall responsibility to ensure staff and users of the facility are trained to the highest contemporary international standards.

In addition, the Biorisk Manager holds senior management responsibility for compliance to quarantine, gene technology and security sensitive biological agent (SSBA) regulations and counter terrorism planning, and works with our Health and Safety team to plan for and respond to emergency site responses and safe working practices.

The emergence of novel pathogens and evolution of known agents presenting novel risks, creates an ongoing need for highly specialist, dynamic R&D. With ACDP expanding its biocontainment and biorisk research, there is opportunity for the Biorisk Manager to lead and deliver research projects and drive the growth of collaborative research opportunities.

The Biorisk Manager will have experience in biocontainment and associated risk assessment in a scientific institution as well as experience in managing a group of staff to enable them to deliver the Biorisk strategy of the ACDP National Facility. Experience in microbiology/virology R&D, with experience in human or veterinary infectious disease diagnosis and project management are highly desirable.

The appointee will be required to obtain Negative Vetting 1 Australian Security Clearance.

### Duties and Key Result Areas

* Lead the Biorisk Management Group (BMG) at ACDP in biosecurity, biosafety and biocontainment with coordinated input from other groups such as ACD’s Institutional Biosafety Committee.
* Ensure that, compliance, biosafety, biosecurity and biocontainment risks are identified, mitigated and reviewed as appropriate.
* In conjunction with the Biocontainment Microbiologist, the Biocontainment Engineer and other staff, provide advice on biorisk management issues to staff, senior management and external clients.
* Act as the ACDP contact for the ACDP Security Assessment Group (ASAG) and the ACDP Medical Advisory Committee. Serve as a conduit between these entities and the management and staff at ACDP. Assist in prioritising major risks, mitigation measures and review.
* Manage the work of the BMG and ensure biorisk management policies, procedures and manuals are kept up-to-date, documented and available to staff.
* Maintain a comprehensive understanding of the compliance requirements and ensure concise, effective and accurate policies, procedures and associated resources are available in support of the objectives of the National Facility.
* Develop and maintain an active R&D portfolio in the area of biorisk mitigation, covering high consequence animal and zoonotic pathogens, delivered through the BMG team, the ACDP and the wider CSIRO as appropriate.
* Act as a leader in the commitment to workplace health, safety and biorisk at the ACDP National Facility.
* Maintain and enhance the profile of ACDP as a leader in Biorisk Management systems and a Trusted Advisor through active participation as an ACDP and CSIRO representative in national and international forums and professional biosafety associations and Standards Committees.
* Participate in planning activities for the proposal for a major refit of ACDP, providing information and advice on biorisk management as required.
* Participate in roster as Duty Microbiological Security Officer (MSO) to address after hours problems. Willing to receive phone calls at other times when available to provide advice to others performing the duty MSO roster.
* Work with the ACDP Training Officer, other trainers and the Quality and Compliance Team to ensure staff are appropriately trained.
* Lead the development of safe, new microbiological security procedures and practices when novel work is to be done.
* Play a leadership role including the development and management of staff.
* Influence colleagues to observe regulatory, corporate and professional standards.
* Develop, promote and evaluate the impact of new policies and practices to facilitate organisational change at a Business Unit and/or organisational level.
* Represent and negotiate on behalf of CSIRO, at the project level, developing new commercial opportunities to the informal commitment stage.

Other

* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A post graduate Biological Sciences qualification (PhD preferred), ideally with several years’ experience in a biocontainment facility.
2. A minimum of 3 years management experience in leading and developing teams fostering trust and new ideas in a collaborative research and science environment.
3. Experience in biorisk management in a complex biocontainment facility with knowledge of biosafety and biocontainment.
4. Excellent written and oral communication skills at a senior level in order to deliver key messages to internal and external clients.
5. Experience in policy writing and implementation in a complex facility delivering to a broad audience of facility users.

## **Desirable**

1. Experience in microbiological sciences in infectious disease diagnosis.
2. Experience in chairing and/or working with professional bodies and committees.
3. Professional biosafety certification.

## **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:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
* **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:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **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.

Special Requirements

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

1. The nature of our work requires that each person working on site must comply with the conditions described below.
2. Certain positions including those working in the ACDP microbiological secure area will require security clearance at a level appropriate to duties of the position (Negative Vetting 1 level). Confirmation of the appointment is subject to obtaining that clearance.
3. 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.
4. 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.
5. 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.
6. Certain positions will require medical assessment and vaccinations against various agents.
7. Positions working at PC4 will also require a pre-employment psychological assessment.
8. 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.
9. 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.
10. 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.
11. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the ACDP site.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

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

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

**About the CSIRO Australian Centre for Disease Preparedness (ACDP):**

The CSIRO Australia Centre for Disease Preparedness (ACDP) has a national and regional role in the diagnosis and research of emergency (exotic, emerging and serious) and zoonotic diseases of animals. This responsibility extends to provision of ongoing analysis of outbreak isolates, monitoring and characterization of the biological significance of strain variation, and assisting in the establishment of disease freedom. Recognition that diagnostic excellence is better achieved and sustained when underpinned by related research efforts, the research focus includes not only improvements in diagnostic methods but also molecular virology and studies into the pathogenesis and immunology of viral diseases. The purpose of the last is to support the development of new diagnostic methods and provide new insights into pathogenesis, and possibly epidemiology, leading to new methods of disease control. The disciplines involved in this work include experimental and diagnostic pathology, virology, serology, electron microscopy, immunology, genomics and molecular biology, all of which may be undertaken under stringent microbiological security conditions.

Access to both BSL3 and BSL4 containment facilities supports investigations utilizing live viruses, including serious zoonotic agents, in both cell and whole animal systems. The laboratory has an enviable track record in scientific research related to emerging infectious diseases and outputs from these activities contribute data to CSIRO’s area of focus around biosecurity within the National Innovation System.

Find out more about the CSIRO [Australian Centre for Disease Preparedness](https://www.csiro.au/en/Research/Facilities/ACDP)