# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist – Aquatic Animal Health |
| Job Reference | 75327 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$100,710 to AU$108,985 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Hobart, TAS |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian or New Zealand Citizens * Australian Permanent Residents |
| Position reports to the | Team Leader, Aquatic Animal Health |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact James Wynne via email at james.wynne@csiro.au or phone +61 3 6232 5204 |
| 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

The role of Research Scientist Staff in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. You will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

The Aquatic Animal Health team is a cornerstone of CSIRO’s Livestock and Aquaculture Program. Focused on the diagnosis, characterisation and mitigation of diseases in Aquaculture, our multidisciplinary team works closely with industry, government and academic partners to provide targeted and nationally relevant R&D. Working across a range of aquaculture species including finfish, crustaceans and shellfish our team aims to reduce the impact of disease through multidisciplinary approaches. The Research Scientist will apply domain specific knowledge in aquatic animal health, namely immunology, microbiology (including bacteriology, virology and parasitology) and genetics to deliver creative and innovative research for improved health and welfare of aquaculture species. This will be done within national and international settings and will integrate with complimentary work in physiology, aquaculture nutrition, environmental management and socio-economics.

### Duties and Key Result Areas:

* Lead and contribute to various existing aquatic animal health projects and develop a pipeline of innovative and creative new research projects aligned to the Research Program’s objectives.
* Garner support for research projects from industry and government bodies.
* Establish and maintain effective relationships with key stakeholders to build an effective network for collaboration, develop and progress challenging but realistic research plans, and identify pathways to help deliver science impact.
* Lead and manage complex projects, providing scientific direction and leadership to multidisciplinary teams across multiple sites, ensuring project delivery on time and to budget.
* Negotiate, plan and develop the resources, infrastructure and capability required to undertake research experiments.
* Supervise and mentor other staff and students to ensure experiments are established in accordance with best practice research design, within agreed timelines and budget.
* Maintain a reputation for excellent research contribution across the science community via the production of various media, including high quality scientific papers suitable for publication in quality journals and for presentation at national and international conferences.
* Contribute to the effective functioning of the wider team to facilitate the delivery of CSIRO’s organisational objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **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:** 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 changes.

## **Selection Criteria**

#### Essential

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

1. A PhD in animal health research and/or equivalent relevant experience, and demonstrated record of innovative and impactful scientific outcomes in this field.
2. A record of achievement applying multidisciplinary research approaches – such as immunology, microbiology, molecular biology and genetics – to solve complex challenges in animal health.
3. Knowledge or experience working with genome engineering tools such as CRISPR/cas9 and/or RNAi within in vitro or in vivo systems.
4. Demonstrated record of scientific creativity and innovation with an ability to create a science vision by articulating clear goals and inspiring others to achieve those goals.
5. Demonstrated ability to lead, and/or contribute to, large complex projects and provide scientific direction and leadership to multidisciplinary teams across multiple sites and agencies.
6. Demonstrated strong interpersonal and leadership skills with success in negotiating capability and resource requirements to support the delivery of complex projects on time and within budget.
7. A significant record of quality publications as primary author in high impact, peer reviewed journals.

## **Desirable:**

1. Experience working with large and complex datasets (such as omics) and their associated command line tools.
2. Previous experience working with environmental DNA and diseases of aquatic production species.
3. Previous experience in cell/tissue culture and animal models to investigate host/pathogen interactions.

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 Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

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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

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