# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Research Technician – Dangerous Pathogens |
| Job Reference | 78631 |
| Tenure | Specified Term of 2 years  Full-time |
| Salary Range | AU$66k - AU$84k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Australian Centre for Disease Preparedness (ACDP) Geelong 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 - Dangerous Pathogens |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Gough Au via email at gough.au@csiro.au or phone 03 5227 5732 |
| 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 area 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 role of the Research Technician is to work collaboratively within the Health and Biosecurity (H&B) research team and with AAHL (Australian Animal Health Laboratory) business unit. The incumbent will be involved in high profile projects for external clients in response to the novel coronavirus outbreak, delivering work within the quality framework working to the principles of GLP.

The incumbent will be required to work independently in the PC3 and PC4 microbiologically secure laboratories and be responsible for the delivery of outputs across a range of quality assured laboratory tests that involve molecular biology, virology and serology. In addition to laboratory research, the incumbent may also be involved in field work as required based on research objectives.

The appointee must be able to meet ACDP microbiological security and psychometric assessment requirements and be willing to undertake fully encapsulated suit training to meet the stringent requirements to work at PC4.

### Duties and Key Result Areas

* Under limited supervision, design and perform straightforward experiments and routine laboratory analyses, design new processes or apparatus by adapting existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
* Work in a microbiologically secure laboratory (PC2, 3, 4) as part of a multi-disciplinary research team as a response to novel coronavirus outbreak, with responsibilities and outputs supporting and delivering quality assured testing.
* Undertake and complete tasks independently or collaboratively with colleagues on assigned research and development activities, including animal and field work, experimental design, implementation and timely completion of work, while maintaining an awareness of team priorities and flexibility to assist team flow.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO, to reach objectives.
* Maintain accurate documentation related to laboratory work and experimental results.
* Oversee the activities of less experienced staff and provide guidance on experimental/ technological techniques and protocols.
* Contribute to the effective functioning and objectives of the Health and Biosecurity Unit as advised by line management.
* Abide by and promote ACDP’s microbiological security regulations.
* Maintain confidentiality when working with commercially sensitive information.
* 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, regionally dispersed research team to carry out tasks in support of CSIRO’s 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.

## **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.

## **Selection Criteria**

#### Essential

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

1. A relevant degree or equivalent relevant work experience in Biological Sciences or a related discipline.
2. Technical competence in performing virology, molecular and/or serological assays.
3. Demonstrated ability to work both independently and co-operatively as a member of a larger project team, and to form and maintain effective and respectful relationships with a range of colleagues and collaborators.
4. Demonstrated ability to plan and schedule workflow in a timely and technically sound manner.
5. High level interpersonal, written and verbal, communication skills including the ability to document results and communicate effectively with colleagues and clients in order to meet project goals and timelines.
6. Demonstrated ability and willingness to contribute novel ideas and approaches in support of scientific investigations.

## **Desirable**

1. Experience in assay design and validation.
2. Experience working with PAPR and or fully encapsulated suit.
3. Prior experience with handling of animals and familiarity with the Australian code for the care and use of animals for scientific purposes.
4. Knowledge and experience working within the principles of a quality system e.g. GLP/ ISO9001/17025.

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).
4. Undertake a psychological medical assessment.
5. To be willing and able to undertake fully encapsulated suit training.
6. To be willing and able to undertake domestic travel and possible fieldwork as required.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/), CSIRO [Health and Biosecurity](https://www.csiro.au/en/Research/BF) and the [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