# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist Medicinal Chemistry |
| Job Reference | 74627 |
| Tenure | Indefinite, full time |
| Salary Range | AU$115,605 to AU$135,467 pa + up to 15.4% superannuation |
| Location(s) | Clayton, Victoria |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Team Leader Medicinal Chemistry |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact James Macdonald via email at [james.macdonald@csiro.au](mailto:james.macdonald@csiro.au) or phone +61 3 9545 2538 |
| 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.

You will be a senior research scientist with deep knowledge and experience in Medicinal Chemistry. You will have a proven track record of using your knowledge and experience in leading the scientific direction of medicinal chemistry projects.

### Duties and Key Result Areas:

* Follow health and safety guidelines and safe working practices
* Design and conduct scientific experiments in the lab to create and refine target molecules
* Assist in managing high throughput screening programs and triaging, identifying and prioritising hit compounds from high throughput screening data
* Design project assay screening cascades and compound selection for downstream assays
* Analyse activity, property and pharmacokinetic data using modern medicinal chemistry principles and use findings to optimise hit molecules into candidates suitable for *in vivo* experiments
* Develop strategies and programs of work around hit to lead and lead optimisation campaigns
* Assist in developing novel IP position and writing patents
* Communicate results and strategies to external clients as required
* Act as a trusted advisor, utilising knowledge of client’s business and understanding of their underlying needs.
* Anticipate industry and/or community needs and market direction through client liaison/networking and identify and adapt quickly to changes.
* Within broad guidelines, use professional expertise, knowledge of other disciplines and research experience/achievement to formulate, develop and complete an approved research program with general direction as to the aims of their activities.
* Communicate research results to clients and the scientific community through oral and written reports, which may include the preparation of documents for patent applications.
* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* Lead and supervise staff to ensure that experiments are established in accordance with the research design and are completed within the agree timeframes and budget.
* Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.
* 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, often regionally dispersed research team, and business unit 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 procedures and policy, Diversity initiatives and Making Safety Personal 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:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious proposals/ideas.
* **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to, and manages, the increasing rate of organisational change by adjusting strategies, goal and priorities.

## **Selection Criteria**

#### Essential

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

1. A PhD in a relevant area such as Organic, Pharmaceutical or Medicinal Chemistry, ideally with at least 10 years relevant postdoctoral research experience.
2. An established track record of publications and / or patent inventorship in medicinal chemistry.
3. Demonstrated experience in the progression of medicinal chemistry programs from initial screening through lead optimisation to candidate selection.
4. Demonstrated experience in the interpretation of a wide variety of biochemical, biophysical and pharmacokinetic data.
5. Demonstrated experience in the use of computational chemoinformatic data visualisation methods to analyse large data sets such as project SAR and screening data. Ability to use this data to rationalise trends and formulate appropriate courses of action.
6. High level written and oral communication skills with the ability to communicate well with others.
7. The ability to work collaboratively and productively with others as part of a multi-disciplinary research team.

## **Desirable:**

1. Demonstrated experience in the generation of leads into novel IP space through the use of published data.
2. Demonstrated experience in the development and optimisation of synthetic methods to allow the efficient production of analogues and the late stage introduction of chemical diversity.
3. Demonstrated experience in the design and preparation of chemical biology tools to support the biological interrogation of mechanism of action.
4. Demonstrated experience in the use of x-ray data in computational methods for structure based drug design. Ability to use these techniques for molecular modelling, conformation minimisation and docking.

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.

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