# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Biochemist Research Scientist |
| Job Reference | 75623 |
| Tenure | Indefinite |
| Salary Range | AU$115,605 to AU$135,467 pa (pro-rata for part-time) + 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 for Cell Material Interaction |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Susie Nilsson via email [Susie.nilsson@csiro.au](mailto:Susie.nilsson@csiro.au) or phone +61 9518 5917 |
| 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 Biochemistry. You will have a proven track record of using your knowledge and experience in leading the scientific direction of biochemical assay development projects.

### Duties and Key Result Areas:

* Follow health and safety guidelines and safe working practices
* Design biochemical assay development and screening protocols
* Establishment of new assay protocols for in-house and external screening projects
* Design and development of data management systems
* Lead application of robotics platforms for a range of assays
* Management and project leadership of screening projects
* Collaborate with medicinal chemists in managing high throughput screening programs and triaging, identifying and prioritising hit compounds from high throughput screening data
* Design project assay screening cascades
* 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 Pharmacology or Biology with ideally more than 10 years postdoctoral research experience in preclinical drug discovery.
2. An established track record of publications and / or patent inventorship in biochemical assay development.
3. Demonstrated extensive experience in assay design and development, screening campaigns and follow-up testing to support preclinical drug discovery programs.
4. Demonstrated experience in the interpretation of a wide variety of biochemical and biophysical data.
5. Demonstrated experience in the management of screening data.
6. Demonstrated extensive experience in robotics platforms for screening.
7. High level written and oral communication skills with the ability to communicate well with others.
8. The ability to work collaboratively and productively with others as part of a multi-disciplinary research team.

## **Desirable:**

1. Demonstrated experience in the preclinical drug discovery in anticancer, antiviral or antimicrobial fields.
2. Demonstrated experience in identification of new drug targets and/or development of novel assays for new drug targets.
3. Demonstrated experience in project management, leadership and managing client relationships.

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.

Include if relevant:

* 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.
* This role has child safety obligations. Accordingly, the successful candidate will be required to obtain or provide evidence that they hold a working with children check prior to confirmation of appointment.

## **About CSIRO:**

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Find out more about CSIRO [Manufacturing](https://www.csiro.au/en/Research/MF)