# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Protein Mass Spectrometry Scientist |
| Job Reference | 75701 |
| Tenure | Indefinite (Full-time) |
| Salary Range | AU$85,361 to AU$96,573 pa + up to 15.4% superannuation |
| Location(s) | Clayton, VIC |
| 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 Biomolecular Manufacturing |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Tom Nebl via email at [Tom.Nebl@csiro.au](mailto:Tom.Nebl@csiro.au) or phone +61 3 9662 7258 |
| 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

Research Projects staff in CSIRO collaborates in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The Protein Mass Spectrometry Scientist will be involved in supporting a range of Biomedical Manufacturing projects, including early process development for CSIRO’s new Advanced Biologics Manufacturing facility for the cGMP production of biologics for clinical trials (Phase I and beyond). Our clients are Australian and overseas researchers and biotech and biopharmaceutical organisations, and our mission is to assist in the development of new biologics and to grow the local biotech industry. The candidate will collaborate with technical experts in microbial or mammalian protein expression, purification, bio-conjugation chemistry, and the biophysical characterization of recombinant proteins. The Protein Mass Spectrometry Scientist will help to develop, maintain, and effectively utilize modern LC-MS platform technologies to perform accurate intact mass, native MS, peptide mapping and glycan profiling analyses of therapeutic proteins and bio-conjugates.

### Duties and Key Result Areas:

* Help to ensure that the Clayton Protein LC-MS platform operates safely, efficiently and accurately.
* Assist in the commissioning, validation and re-validation of LC-MS equipment.
* Contribute to the maintenance of facility equipment and digital systems, direct tasks, and liaise with internal or external technicians and application specialists to allocate activities, as required.
* Prepare samples, perform LC-MS analyses, process biotherapeutic mass spec data, maintain accurate records, and report quality results in a timely manner to meet production schedules and project deadlines.
* Make significant contributions to the interpretation and communication of research or technological results and collaborate on drafting presentations to and/or detailed written reports for clients and the scientific and/or technology community.
* Under general direction, participate in planning projects and accept responsibility for the scheduling and completion of major parts of projects, including allocating and directing tasks where appropriate.
* Provide coaching, on-the-job training and instruction to colleagues on activities pertaining to the immediate work area and responsibilities.
* Adapt and/or develop original experimental methods/equipment/software/concepts/ ideas in support of existing and further research, promptly addressing where methods may not be defined, and initiative is required in seeking new approaches to meet experimental and/or technological needs.
* 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:** 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:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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. Relevant bachelor’s degree or equivalent relevant work experience in Biochemistry, Biology, Chemistry, Physics, or Biotechnology.
2. Extensive knowledge in protein chemistry and practical experience in LC-MS and/or proteomics sample preparation methods.
3. Demonstrated experience in the operation, maintenance and application of analytical HPLC/ UHPLC (e.g. size-exclusion, ion-exchange, reversed-phase, hydrophilic-interaction chromatography, mixed mode chromatography) and/or mass spectrometry systems (e.g. ESI-TOF, nanoESI-OrbiTrap, MALDI-TOF).
4. Ability to accurately interpret LC-MS data, investigate underlying issues and develop the most appropriate response to complex problems by adapting, creating, and testing alternative solutions.
5. Demonstrated track record of working collaboratively within a team to achieve results.
6. Evidence of experience in leading and directing research projects.

## **Desirable:**

1. Prior experience in the application of LC-MS- and LC-MS/MS-based methods to characterise the structure, activity, composition, post-translational modifications of recombinant proteins and/or confirm the identity and similarity of critical quality attributes of biologics.
2. Experience with integrated chromatography and/or mass spectrometry data analysis systems (e.g. Thermo Scientific Chromeleon/BioPharma Finder, Bruker BioPharma Compass, Waters Empower/ UNIFI, Protein Metrics Byos/Byosphere).
3. Experience with robotic liquid handling and automated sample preparation techniques.
4. Proficiency in computer programming languages (e. g. R, Python, Java, SQL).

Special 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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