# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Cancer Biologist/Immunologist |
| Job Reference | 80282 |
| Tenure | Indefinite  |
| Salary Range | AU$117k to AU$138k 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 | Biology R&D Group Leader |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Ben Cao via email ben.cao@csiro.au or phone +61 3 9545 2566 or Shen Heazlewood via email shen.heazlewood@csiro.au or phone + 61 3 9518 5920 |
| 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 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 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.

As part of the Biology R&D Group in the Biomedical Manufacturing Program, this role will lead the development of bespoke, fit-for purpose biological cell assays as well as overseeing/performing drug testing and data analytics/interpretation to guide drug discovery projects in the area of cancer/immunology towards industry and commercial impact. The position will be responsible for engaging with industry partners/clients to develop, draft and execute research proposals and deliver on research outcomes, which will involve overseeing multi-disciplinary projects, potentially across multiple teams. Where required, the position will be responsible for developing new capabilities that are aligned with our Business Unit Strategies and industry needs to aid in our clients R&D goals.

### Duties and Key Result Areas:

* Biological cell assay development and drug testing protocols, data management and analysis that fit our client’s needs.
* Establishment of new assay protocols for in-house and external screening projects
* Develop new bespoke, fit-for-purpose biological assays for a variety of different industry projects.
* Staff management and project leadership for anti-cancer/immunotherapy projects.
* Design, oversee, perform, analyse/interpret experiments utilising a range of different techniques, including cell culture, murine and human cell isolation, flow cytometry, western blot analysis, qPCR and cell/tissue imaging as required.
* Collaborate with medicinal chemists and biochemists to develop streamlined screening/testing pipelines for industry projects.
* Communicate results and strategies to internal and external stakeholders 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.
* Represent the Team and 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 guidance and propose follow-up studies to meet the client’s needs.
* 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.
* 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, 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 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:** 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 (or an equivalent combination of qualifications and research experience) in a relevant area such as Pharmacology, Biology, Immunology or Biochemistry with extensive postdoctoral research experience in preclinical drug discovery/cancer research or equivalent.
2. An established track record of publications and / or patent inventorship in drug discovery or cancer/immunology research.
3. Demonstrated extensive experience in assay design and development of *in vitro* and/or *in vivo* screening cascades and follow-up testing to support preclinical drug discovery programs in cancer or immunology research.
4. Demonstrated experience in the analysis, interpretation and management of a wide variety of *in vitro* and *in vivo* data for cancer and/or immunology research.
5. Demonstrated high level written and oral communication skills with the ability to communicate well with internal and external stakeholders.
6. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
7. The ability to work collaboratively and productively with others as part of multi-disciplinary research teams.

## **Desirable**

1. Demonstrated leadership of work teams and projects.
2. Demonstrated experience in preclinical drug discovery in cancer and/or immunology.
3. Demonstrated experience in validation of new drug targets and/or development of novel assays for new drug targets.
4. Experience in biomarker discovery and/or diagnostics.
5. Demonstrated experience in industry research 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.

* 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.

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We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted

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