# Position Details

## Research Scientist/Engineer- CSOF7/8

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| The following information is for applicants | |
| Advertised Job Title | Drug Discovery Lead |
| Job Reference | 80285 |
| Tenure | Indefinite  Full-time |
| Salary Range | CSOF Level 7: AU$141k to AU$157k pa (pro-rata for part-time) + up to 15.4% superannuation  CSOF Level 8: AU$169k to AU$212k pa (pro-rata for part-time) + up to 15.4% superannuation  \*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate |
| Location(s) | Melbourne (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 | Group Leader |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | Up to eight |
| Enquire about this job | Contact Susie Nilsson via email Susie.Nilsson@csiro.au or phone +61 9518 5917 or Ben Cao via email ben.cao@csiro.au or phone +61 3 9545 2566 |
| 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

CSIRO’s Biomedical Manufacturing Program brings together multi-disciplinary scientific and engineering capabilities using world-class infrastructure to partner with industry in order to develop innovative products in the area of chemical and biological landscape and works with biomedical companies to deliver new medical treatments and technologies that benefit people of in Australia and overseas, helping them live longer, healthier and more productive lives.

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.

The Drug Discovery Lead will be a Senior Research Scientist who will use their extensive expertise, knowledge, and experience in drug discovery research to engage with industry partners to develop and execute research proposals to assist their R&D goals and will be responsible for leading multi-disciplinary projects across multiple teams to deliver on research outcomes. The Drug Discovery Lead will also work closely with key internal and external stakeholders to build new capabilities in Drug Discovery research that are aligned with our Business Unit Strategies to enable more efficient and integrated research outputs that translate into industry and commercial impact.

This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate.

### Duties and Key Result Areas:

* 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.
* Provide advice and participate in strategic planning and implementation of strategies to guide the Program towards a successful drug discovery pipeline with industry.
* Oversee and/or collaborate with medicinal chemists, structural biologists, biochemists and cell biologists within the Program to develop streamlined screening/testing pipelines for Drug Discovery projects with industry partners.
* Assist with building new capabilities in Drug Discovery research to enable more efficient and integrated research outputs in the Program for our industry partners.
* 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 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.
* 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.
* 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.

**For appointment at the higher salary level (CSOF8), Duties and Key Result Areas will also include:**

* Use broad scientific knowledge, vision and influence to deliver strategic research outcomes of importance to science, the economy, society and/or the environment aligned with Business Unit objectives.
* Contribute to strategic research direction and often have a significant management responsibility (including budgets and staff leadership).
* Be recognised as a national/international expert in the field of Drug Discovery research through a record of scientific creativity and innovation.
* May participate in, and manage, multi-organisation research projects which require interactions with researchers and officials from other countries.
* Establish and lead research networks that engage leading scientists from other organisations in addressing issues of national or global importance to influence key decision-makers.
* Typically serve on government/industry advisory committees and nurture relationships to ensure research is implemented in policy and practice.
* Play an important role in commercialisation activities including identification of potential markets, protection of intellectual property and provision of technology transfer plans to industry.
* Often lead or direct negotiation of complex, sensitive or contentious research matters.

## **Required Competencies**

**CSOF7**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

**CSOF8**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Contributes to, or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **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 field such as Biology, Biochemistry, Biotechnology, Chemistry or Pharmacology.
2. Demonstrated track record of leading a research team in small molecule drug discovery programs.
3. Demonstrated experience in hit discovery process, target validation, assay development/screening both *in vitro* and/or *in vivo*.
4. Demonstrated industry-focused experience and track record in commercialisation of drug discovery research.
5. A sound history/record of publication in peer reviewed journals and/or authorship of scientific papers, reports, grant applications or patents.
6. Excellent oral and written communication skills with demonstrated track record to obtaining stakeholder support (e.g. grant agencies, industry, government, philanthropic sources) for research proposals.

## **Desirable**

1. Experience with structure-based drug design.
2. Expertise in the area of cancer, immuno-oncology, infectious diseases and preventive diseases.
3. Experience in small molecules or biological based drugs.

**For appointment at the higher salary level (CSOF8), selection criteria will also include:**

#### Essential

1. Internationally recognised leading expertise in drug discovery research.
2. Proven ability to lead large, multi-disciplinary research teams in drug discovery.
3. Proven ability to translate drug discovery research into industry impact and/or commercial success.
4. Demonstrated track record in leveraging funding from a variety of sources and establishing research projects/networks that span organisations nationally and/or internationally.

## **Desirable**

1. Research experience within the pharmaceutical or biopharmaceutical industry.

Special Requirements

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.

## **About CSIRO:**

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)