# Position Details

## Research Projects- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Duty Veterinarian |
| Job Reference | 80609 |
| Tenure | Indefinite, full-time |
| Salary Range | AU$102k - AU$111k pa (pro-rata for part-time), plus up to 15.4% superannuation |
| Location(s) | Geelong – Australian Centre for Disease Preparedness, ACDP, Victoria |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Team Leader – Veterinary Investigations and Epidemiology |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Mark Ford via email: [Mark.Ford@csiro.au](mailto:Mark.Ford@csiro.aup) or telephone 03 5227 5000 |
| 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 Duty Veterinarian forms part of the Veterinary Investigations and Epidemiology team within the Australian Centre for Disease Preparedness (ACDP) Diagnosis, Surveillance and Response Program, and participates in the delivery of ACDP's diagnostic services. The position requires close liaison with partner agencies and other submitters and involves coordinating laboratory testing, as well as interpreting and reporting results. There may be opportunities for investigative work or capacity building in the Asia-Pacific region. The incumbent of this role acts as an approved signatory for diagnostic reporting under ACDP's NATA accredited Quality Assurance System.

### Duties and Key Result Areas

* Under the supervision of the Veterinary Investigations and Epidemiology team leader, deliver ACDP's diagnostic services.
* Work with a multidisciplinary team on transboundary animal diseases and emergency animal diseases in Australia and the Asia Pacific region. This may require international travel.
* Participate in providing a prompt and accurate veterinary diagnostic service.
* Contribute to maintaining ACDP's Emergency Animal Disease Response Plan.
* Contribute to the coordination of ACDP's training programs and activities for Australian veterinarians and veterinary students and animal health professionals from other countries.
* Operate under and help maintain the laboratory's quality assurance and accreditation.
* Provide technical information and advice to various agencies on diagnosis, epidemiology and control of emergency animal diseases, in particular those exotic to Australia.
* Maintain confidentiality when accessing personal or commercially sensitive information, whether of CSIRO staff and affiliates, members of the public, CSIRO and/or research or commercial partners.
* Communicate research or technological results in internal and external forums. At times, this may involve presenting to students so may require a Working with Children/Vulnerable Persons clearance.
* Collaborate with other project scientists to publish results of investigations and service activities in official reports, industry and scientific publications.
* Undertake hands-on animal handling, husbandry and technical tasks.
* Participate in an on-call roster, working after hours and on weekends.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Abide by the microbiological security regulations at ACDP, being aware of and adhering to the microbiological security provisions that apply to exotic disease and commercial specimen testing.
* 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.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A degree in Veterinary Science registerable in Australia.
2. Demonstrated high level of scientific knowledge in, or sound relevant experience with a desire to increase knowledge of, transboundary and/or zoonotic animal diseases.
3. Demonstrated record of client focus in the delivery of services**.**
4. Demonstrated ability to work co-operatively as a member of a larger project team and to network with scientific and industry colleagues across a range of disciplines.
5. Demonstrated strong interpersonal skills including the ability to influence and persuade others on issues that may be contentious at times.

## **Desirable**

1. Post graduate qualifications (e.g. Master’s) in Pathobiology, Microbiology or Epidemiology.
2. A considered awareness of the application of laboratory testing to the solution of animal health problems.
3. Experience in the delivery of laboratory-based training programs.
4. Familiarity with laboratory quality control and proficiency testing systems.
5. A current passport and a willingness to undertake work in countries of the Asia-Pacific Region.
6. The ability and willingness to participate in research activities using animals including those infected with serious zoonotic disease agents.

## **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 team 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:** 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:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **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.

Special Requirements

**Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site:**

**ACDP Special Conditions that staff must comply with:**

1. Certain positions including those working in the ACDP microbiological secure area will require security clearance at a level appropriate to duties of the position. Confirmation of the appointment is subject to obtaining that clearance.

2. It is essential that all work on exotic or emerging diseases carried out at ACDP is conducted in a safe manner to prevent the escape of the disease agents used, and to this end, all activities and personnel will be subject to appropriate microbiological security measures. Consequently, while working at ACDP, you may not reside on a property on which are kept any of the following animals: sheep, cattle, pigs, goats, horses, asses, mules and camelids, any other cloven-hoofed animal, fowls, turkeys, geese, domestic ducks, caged birds, emus or ostriches. Personnel working with diseases of aquatic animals may not keep aquarium fish at their place of residence and at times specific species may be excluded depending on the nature of the work conducted.

3. In addition, for a period of seven days after working in the microbiologically secure area of ACDP, personnel may not have close contact with any of the above animals, amphibians or birds or the actual places where these animals are held, or visit any aquatic animal farm or aquatic animal hatchery.

4. Working in the barrier maintained Small Animal Facility or the Werribee Animal Health Farm requires avoidance of additional animals such as mice, rats, guinea pigs, rabbits, ferrets and poultry of a minimum of 3 days prior to arrival.

5. Certain positions will require medical assessment and vaccinations against various agents such as influenza, rabies, hepatitis B, Japanese encephalitis or other agents as specified if required for the role performed.

6. Positions working at PC4 will also require a pre-employment psychological assessment.

7. Given ACDP’s role in the International Regional Program, there may be a requirement for some personnel to travel internationally and if required for this work, suitable staff should be able to obtain a valid passport and obtain applicable vaccinations.

8. Should an emergency response situation arise, ACDP may be required to implement the Emergency Animal Disease Response Plan and personnel may need to contribute to response requirements, including after-hours work.

9. Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must be complied with at all times.

10. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the ACDP site.

**The successful candidate will be required to:**

1. Obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

2. Undertake a National Health Security Check (to be arranged post-commencement).

3. Obtain and maintain a security clearance at the Negative Vetting Level 1 (to be arranged post-commencement).

4. Be willing and able to participate in an on-call roster, working after hours and on weekends.

5. Be willing and able to travel both within Australia and overseas (if required).

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Australian Centre for Disease Preparedness](https://www.csiro.au/en/about/facilities-collections/acdp) for more information.

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

* People First
* Further Together
* Making it Real
* Trusted