



Position Details

Research Projects- CSOF3

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	Animal Technician
Job Reference	83621
Tenure	Indefinite Full-time
Salary Range	AU\$66,163 to AU\$84,207 pa (pro-rata for part-time) + up to 15.4% superannuation
Location(s)	Werribee Animal Health Facility (Australian Centre for Disease Preparedness)
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	Australian Citizens Only
Position reports to the	Facility Manager
Client Focus – Internal	90%
Client Focus – External	10%
Number of Direct Reports	0
Enquire about this job	Sheree Brown via email at sheree.brown@csiro.au or phone +61 3 9731 3288
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 areas 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](#).

Role Overview

The role of Research Projects staff in CSIRO is to collaborate 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 Animal Technician under the role category of Research Project staff will assist the team in the Biocontainment Werribee Animal Health Facility (WAHF) at the Australian Centre for Disease Preparedness (ACDP) Werribee site. The Werribee Animal Health Facility (WAHF) is a leading research facility in the delivery of PC2 research in animal disease control and animal vaccine research, with modern, flexible facilities and a highly capable team supporting diverse research and client portfolio.

The WAHF team is a core group of highly trained technical staff contributing to various animal research projects.

The Animal Technician will have responsibilities that include providing animal husbandry, collecting samples from research animals, data collection and storage, liaison with scientists and veterinarians, promoting animal welfare, and developing quality assurance systems. This work takes place in the secure biosecurity area of the Werribee Animal Health Facility and there is a particular focus on poultry, livestock, wildlife species and small mammals.

Aboriginal and Torres Strait Islander people are encouraged to apply.

Duties and Key Result Areas:

Animal Husbandry and Welfare

- Apply up to date, best practice knowledge of husbandry, health monitoring and behaviour of laboratory and agricultural animal species in day-to-day activities.
- Improve animal welfare through innovation, astute observation, promotion of animal welfare principles and compliance with animal ethics committee approved protocols, facility policies, AEC approved animal SOPs, Victorian codes of practice for animal welfare and the Australian Code for the care and use of animals for scientific purposes.
- Provide regular reports and updates to the team and Facility Manager, including but not limited to, occupancy records, breeding patterns, sick animals, adverse events, and risk identification.
- Completion of all paperwork required in the facility including daily animal husbandry records, equipment monitoring logs, animal health/monitoring, animal ID records, facility maintenance records and assisting with the writing of Standard Operating Procedures (SOPs) and Safe Work Instructions (SWI).
- Develop and implement improved monitoring and record systems for animals used in research to facilitate compliance and certification of the animal facilities to a relevant quality standard.
- Undertake weekend and public holiday work on a rostered basis.

Research Assistance

- Collection of biological samples such as blood and tissues from various species of animals, daily monitoring and husbandry of all animals and maintenance of the facility space and equipment.
- Assist with individual monitoring and identification of animals, including applying wing tags, leg bands and microchips as necessary.
- Assist with technical procedures such as substance administration (IM, SC, IV injections, oral gavage), artificial insemination, and administration of S4 and S8 drugs and medications.
- Contribute to the success of research activities through effective liaison with team members, scientists, laboratory technicians and veterinarians; thorough planning of activities; attention to technical details; excellent record keeping; appropriate decision making and support of a strong safety culture.
- Apply strong organisational skills and perform practical tasks according to protocols and on schedule.
- Work in a diverse team and strive to ensure the trust is gained with fellow team members to develop excellent and cohesive working relationships with a focus on team goals
- Develop and implement improved monitoring and record systems for animals used in research to facilitate compliance and certification of the animal facilities to a relevant quality standard.

Waste Management

- Assist or supervise other staff, cleaners and contractors in the cleaning, maintenance & decontamination of rooms, animal enclosures and equipment within the animal facility ensuring equipment or waste is appropriately decontaminated before removal or disposal from the facility to comply with all relevant OGTR and Department of Agriculture regulations concerning Quarantine Approved Premises. Regular sweeping, mopping and general upkeep of facilities.
- Operation and logging of heat treatment systems and operation of boilers, machinery and autoclaves (as required).

Occupational Health, Safety and Environment

- Adhere to the spirit and practice of CSIRO's Values and Health, Safety and Environment plans and policies, Diversity initiatives, Zero Harm goals and undertake relevant training to meet HSE and biorisk requirements
- Follow and assist in the development and refinement of Safety Work Instructions (SWI) & Biosafe Work Instructions (BI) relating to work undertaken within the small animal facility.
- Safely operate machinery and equipment such as scissor lifts, forklift tractors and their attachments, and light rigid vehicles(License required).

Facility Maintenance

- Undertake routine maintenance and checks on equipment and the facility space such as emergency alarm checks, restocking of spaces with consumables, cleaning and disinfecting rooms, equipment and enclosures, recording of all checks on equipment such as egg

incubators/hatchers and fridges located within the Facility to ensure that they meet animal welfare and staff safety requirements.

- Comply with all relevant OGTR and Department of Agriculture regulations concerning Quarantine Approved Premises. Notify the Team Leader of any issues that contradict this requirement.

Other

- Perform manual labour such as lifting heavy items and other physically demanding tasks.
- , Operating machinery such as tractors, trucks and 4WD vehicles (License required).
- Deliver strong support to a highly dedicated team, responding promptly to unexpected changes in circumstances and identifying creative solutions to logistical challenges.
- Design new processes or apparatus by adapting existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
- Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practise, collaboration and enhancement of CSIRO's reputation.

Other duties as directed or required.

Selection Criteria

Essential

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

1. Diploma in Animal studies or relevant experience in a similar research environment
2. Experience with husbandry and handling a broad range of species such as domestic livestock, laboratory animals and/or wildlife.
3. Demonstrated competence in routine husbandry and management procedures in veterinary or medical research or diagnostic facility, or on a farm.
4. Willingness to work with animals infected with zoonotic agents, following appropriate training including the wearing of personal protective equipment including Powered Air Purifying Respirators (PAPR).
5. Demonstrated ability to maintain accurate records and understand the purpose of such records in research and diagnostic facility.
6. Demonstrated ability to work productively and harmoniously in a team, as well as the ability to work independently towards team goals.
7. A flexible approach to be available as part of the team roster for the weekend and at times after-hours work.
8. Demonstrated familiarity with the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes, maintaining the highest welfare standards.

Desirable:

1. Knowledge of biosafety, biocontainment, and quarantine principles.
2. Familiarity and Experience with handling, storage and use of scheduled poisons.

3. Demonstrated hands on experience and competency in sample collection & various techniques on both live and humanely euthanised animals.
4. Demonstrated experience in the breeding and maintenance of animals in a research setting.
5. Demonstrated knowledge and understanding of OGTR requirements and experience working with GMO's.

Required Competencies:

- **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
- **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
- **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
- **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
- **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
- **Adaptability:** Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

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:

- 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.
- Undertake a National Health Security Check (to be arranged post-commencement).
- Obtain and maintain a security clearance at the Negative Vetting Level 1 (to be arranged post-commencement).

About CSIRO:

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](#) and [Australian Centre for Disease Preparedness](#) 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