# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Team Leader – Bacteriology  |
| Job Reference | 85532 |
| Tenure | Indefinite - Full-time  |
| Salary Range | AU$117k to AU$138k per annum, plus up to 15.4% superannuation |
| Location(s) | Geelong - Australian Centre for Disease Preparedness (ACDP) VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Group Leader – Diagnostics and Avian Disease Research |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 4 |
| Enquire about this job | Dr Anthony Keyburn via email Anthony.Keyburn@csiro.au or phone 03 5227 5769 |
| 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](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### Role Overview

The Australian Centre for Disease Preparedness seeks to appoint an experienced and skilled scientist to be the Team Leader of our Bacteriology team.

The Team Leader - Bacteriology will lead a team which is a part of the Diagnostics and Avian Infectious Disease Research (DAIDR) group. This group comprises multidisciplinary laboratory-based teams that provide diagnostic and research capability for the investigation of and response to high impact and newly emerging diseases affecting livestock and other animals, including zoonotic agents. The position provides technical management for NATA accredited tests in Molecular Bacteriology and adapts to the changing needs of the group. The position is responsible for people and project management for specific R&D and diagnostic testing activities within the ACDP Diagnostics, Surveillance and Response Program.

The Team Leader - Bacteriology works in a microbiologically secure (PC-3) laboratory as the line manager responsible for diagnostic scientists and various outputs relating to the provision of quality assured laboratory diagnostic services and associated projects. A particular focus will be on laboratory testing for exotic and infectious bacterial animal diseases of veterinary significance, disease surveillance serology, microbiology and testing of other biological samples.

The appointee must be able to meet ACDP’s Microbiological Security and Security Clearance requirements.

### Duties and Key Result Areas:

* Work with direct line management responsibilities to the Diagnostics and Avian Infectious Disease Research Group Leader for meeting CSIRO and ACDP policy and procedures pertaining to this position
* Provide leadership, direction and communications to team members necessary to ensure accurate and informed diagnostic reporting, line management and effective Team operations.
* Ensure transition of new diagnostic tests from research to routine use.
* Develop and maintain a network of professional contacts with staff in Australian state jurisdictional, university and commercial laboratories that have responsibilities for emergency animal disease response management and associated laboratory testing.
* Collaborate with other ACDP scientists to publish results of investigations and service activities in official reports, industry meetings and scientific publications and manage publication plans in line with research project delivery.
* Meet individual and team outputs defined in annual performance agreements, and other objectives as advised by line management.
* Contribute to the maintenance of laboratory practices and standards to meet the QA/QC requirements for testing and reporting outputs under NATA/ISO17025 and BSI/ISO9001 accreditation standards.
* Provide expertise and meet responsibilities of quality systems Technical Manager for Molecular Bacteriology
* Maintain current knowledge on bacterial diseases of major concern to Australian wildlife and livestock industries, and on modern and emerging testing technologies and apply them to DSR projects, as appropriate.
* Effectively communicate scientific and diagnostics results both internally and externally via reports, meetings and conference presentations.
* Abide by and promote ACDP Biorisk Management regulations and conduct work consistent with CSIRO Diversity & Inclusion and Occupational Health, Safety & Environment principles.
* 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.
* 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.
* Other duties as directed.

### 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 bacteriology, molecular biology, biotechnology or similar.
2. Demonstrated theoretical and practical expertise in a wide range of classical and modern technologies applicable to diagnostics of bacterial infectious diseases.
3. Demonstrated managerial leadership skills, including an ability to supervise staff and students, work collaboratively with team members, other team leaders and line management, and to form and maintain effective and respectful relationships with a range of colleagues and collaborators.
4. Demonstrated ability and willingness to contribute ideas and new approaches to meet diagnostic needs where methods are not defined.
5. Demonstrated knowledge of the critical elements of a laboratory Quality Assurance system.
6. Excellent interpersonal, written and verbal communication skills, including the ability to document results and communicate effectively with colleagues and clients in order to meet project goals and timelines.

#### Desirable

1. Experience in sequence analysis and interpretation for identification and characterisation of bacterial pathogens.

## **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.

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).

## **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