# Position Details

## Research Management- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Animal Studies Leader – Australian Centre for Disease Preparedness (ACDP |
| Job Reference | 85766 |
| Tenure | Indefinite - Full-time |
| Salary Range | AU$141k - AU$157k 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 | Deputy Director, ACDP |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 5 |
| Enquire about this job | Debbie Eagles via email: [Debbie.Eagles@csiro.au](mailto:Debbie.Eagles@csiro.au) or phone 03 5227 5067 |
| 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 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 role of Research Management staff is to initiate, develop, lead and promote CSIRO's research capability for the benefit of Australia's economy, society/community and/or environment. Whilst the role often has an individual research component, the primary responsibility is the management and/or leadership of research, client relationships, staff and other resources. Research Management staff are responsible for ensuring delivery of scientific results to clients and will undertake the establishment and facilitation of multi-team and multi-organisational, collaborative research programs leading to the delivery of results to clients.

The Animal Studies Leader delivers science relating to infectious zoonotic and animal diseases including animal model research and vaccine development.

The Animal Studies Leader provides oversight and guidance to the three Animal Studies Teams located in PC2, PC3 and PC4 biocontainment facilities. These facilities and teams provide animal research delivery, husbandry and care to ensure that animal usage adheres to the principles of replacement, reduction and refinement, to ensure efficient delivery of research outcomes.

The Animal Studies Leader communicates with regulatory entities and promotes awareness of regulatory issues in the conduct of ethical and responsible animal research, as well as contribute to QA compliance systems and Animal Ethics proposals. The role draws on expertise in animal research and infectious disease to provide specialist input into projects, work with our scientists and collaborators to implement, contribute to and deliver research projects in the area of zoonotic and emergency animal diseases for the purpose of mitigating their impact on Australian society, economy and environment. The Animal Studies Leader also provides technical and policy advice when necessary.

### The position provides a high level of professional expertise in support of research projects using animals within ACDP’s microbiologically secure area.

The successful applicant must be able meet CSIRO ACDP microbiological security requirements and other Australian Security requirements. They must also be willing to be vaccinated against specific agents as required.

### Duties and Key Result Areas:

**National Facilities Animal Services**

* Have line management oversight for the animal studies teams (3) and projects within these facilities.
* Support the animal services capability to perform animal studies through guidance on and/or participation in animal studies to ensure they are delivered with the safety and animal welfare as the highest priorities:
* Provide oversight for the provision of veterinary, husbandry, care and experimental procedures for animals that are used for animal infection and other studies.
* In conjunction with team leaders of animal facilities develop and/or refine relevant training structures across the animal studies network which easily identify a technician’s competency level and training needs.
* Ensure compliance with Animal Ethics and Welfare guidelines and regulations, by adhering to the code of practice, procedure and policies at all times.
* Engage with key stakeholders to ensure success of animal studies; Biorisk Management Group, Health Safety Environment, Animal Ethics Committee, scientific teams and Facility management.
* In conjunction with the Animal studies Team Leaders, develop rolling strategies for each individual animal facility to support the overall animal services strategic direction.
* Direct oversight of animal studies and hands on involvement when appropriate, to ensure training competencies for self are maintained for the 3 animal studies teams.
* In collaboration with the QA Team define the QA standard and quality management system required for Animal Studies, and document strategies to attain QA accreditation across the animal facilities.
* In collaboration with the animal facility managers, research teams, and animal welfare officer, define requirements and develop suitable animal health monitoring programs for ongoing maintenance of stock animals.
* Develop effective networks and relationships with facility support teams, and develop appropriate systems to ensure the efficient function and maintenance of ACDP’s animal facilities to support the safe delivery of animal infection studies.
* Ensure continual improvement and standardisation of processes and systems across ACDP’s animal facilities, resulting in improved regulatory compliance and service delivery.
* Communicate the outcomes of research activities by means of peer-reviewed scientific publications, reports and reviews, and give oral presentations to scientific, client and community audiences where appropriate. Undertake feasibility studies, demonstrating a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches.

**Biorisk Management**

* Support the management of microbiological security through minimisation of risks associated with animal studies.
* Understand and adhere to microbiological security and compliance regulations, legislation & standards in ACDP and specifically related to the animal facilities.
* Support each animal facility to develop processes that implement a risk assessment-based approach to the management of microbiological risks.

**Other Duties**

* Provide advice to policy makers and inform and transfer knowledge to non-scientific audiences.
* 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 Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A veterinary degree (registrable with Veterinary Boards in Australia or registration by examination with an Australian Veterinary Board), or an equivalent combination of qualifications and animal studies research experience in a relevant field.
2. Demonstrable experience leading technical animal teams delivering to diverse range of internal and external customers.
3. Demonstrated ability to plan, budget, and manage delivery of scientific projects utilising animals.
4. Demonstrated commitment to safeguarding and improving the welfare of animals used in research including familiarity with the Australian code of practice for the care and use of animals for scientific purposes.
5. Proven ability to effectively lead and manage diverse work teams delivering animal research studies involving pathogens in conventional laboratory and livestock animal models.
6. The ability and willingness to undertake a wide range of tasks from hands-on animal handling and husbandry through to more complex technical tasks.

## **Desirable:**

1. Experience in managing a research animal facility and experimental animals in the context of high consequence pathogen research.
2. Experience in biorisk management and experience developing and delivering animal models for PC4/BSL4 level pathogens (incl. willingness to undertake PC4 suit training)
3. Post-graduate experience in anatomic pathology and histopathology.
4. Experience of working within a Quality Assurance and/or Good Laboratory Practice (GLP) system.

## **Required Competencies**

* **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:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
* **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:** 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.

**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 psychological assessment (post-commencement).

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