# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Laboratory Diagnostic Technicians (multiple positions) – Virology and Serology Labs |
| Job Reference | 87521 |
| Tenure | Specified terms ending 30 June, 2025 |
| Salary Range | AU$66k - AU$84k 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 | Team Leader – Virology or Serology |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | **Virology:** Dr Jeff Butler via email [Jeff.Butler@csiro.au](mailto:Jeff.Butler@csiro.au) or phone: 03 5227 5467  **Serology:** Dr Leanne McNabb via email [Leanne.Mcnabb@csiro.au](mailto:Leanne.Mcnabb@csiro.au) or phone: 03 52275629 |
| 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).

**The Opportunity**

**Three-year term appointments in serology and virology laboratories to enable increased capacity for emergency animal disease testing at the Australian Centre for Disease Preparedness (ACDP). The positions will increase ACDP’s preparedness in responding to emergency animal disease events.**

* **Work closely with colleagues, managers and clients to ensure effective information transfer under a quality management framework**
* **Help make a difference in the unique environment at the ACDP**

### Role Overview

Laboratory Diagnostic Technicians at the ACDP work in the Diagnostic Laboratory within the Diagnosis, Surveillance and Response (DSR) program. The DSR Program provides diagnostic and research capability to investigate and respond to newly emerging diseases affecting livestock and other animals. Laboratory Diagnostic Technicians are responsible for the delivery of outputs across a range of quality assured laboratory diagnostic services. Using classical virology or serology techniques, the Laboratory Diagnostic Technicians deliver outputs across a range of quality assured laboratory diagnostic services. Services include disease surveillance testing, health certification testing for exotic and infectious diseases of veterinary significance, and testing samples for sterility. The Virology testing primarily involves cell culture-based assays for virus isolation or antigen detection and the Serology testing consists of performing ELISA’s and virus neutralisation assays. The positions also involve general laboratory housekeeping activities and provide assistance to other diagnostic teams within the program, as required.

The Diagnostic Technicians will primarily work in either the Diagnostic Virology or Serology teams but may also provide assistance to other diagnostic teams within the program, as required. Diagnostic Technicians work in the biologically secure laboratories at physical containment Level 3.

### Duties and Key Result Areas

* Work in a microbiologically secure laboratory as part of a multi-disciplinary team with responsibilities and outputs, supporting and delivering quality assured diagnostic testing services (NATA/ISO 17025) for a broad range of viral pathogens, as well as the exclusion of emergency animal diseases, routine surveillance and biological sample testing.
* Provide general laboratory support for housekeeping and maintenance activities.
* Contribute to quality assurance requirements, including reporting tests, maintaining up-to-date and accurate test records, and proficiency testing.
* Undertake and complete tasks under technical direction, working with discretion to decide on the timing of operations within the work team’s plan, and planning ahead to meet diagnostic testing demands.
* Assist the Virology or Serology Team Leaders, Technical Managers and Veterinary Investigation Team by providing oral and written advice upon request.
* Complete assigned tasks in a timely and professional manner whilst maintaining an awareness of team diagnostic testing priorities, with the flexibility to assist team workflow as required.
* As required, work independently or collaboratively with colleagues on assigned activities, including experimental design, implementation and timely completion of work.
* Independently and proactively test possible solutions to resolve identified problems.
* Work collaboratively and contribute to the effective functioning of the Virology or Serology teams and other diagnostic teams in the DSR program, to meet Annual Performance Goals and other objectives.
* Maintain confidentiality when accessing commercially sensitive information of CSIRO and/or research or commercial partners.
* 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.

* Abide by and promote ACDP’s microbiological security regulations.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A Bachelor of Science degree or equivalent relevant work experience in Biological Sciences or a related discipline.
2. Experience conducting and coordinating laboratory‐based experiments or tests, with a demonstrated ability to plan and schedule laboratory work-flow.
3. Demonstrated ability to address underlying issues of complex and ill-defined problems in a timely and technically sound manner.
4. Experience working both independently and co-operatively as a member of a larger project team, with a demonstrated ability to form and maintain effective and respectful relationships with a range of colleagues and collaborators.
5. Demonstrated strong written and verbal communication skills, including the ability to document results and communicate effectively with colleagues and other stakeholders.

**Desirable:**

1. Experience working in a diagnostic lab conducting and coordinating laboratory‐based diagnostic tests, including experience using a LIMS (Laboratory Information Management System) within a quality management system (e.g. ISO17025).
2. Experience working with infectious viruses in a PC3 laboratory environment.
3. Demonstrated experience in virus isolation (in eggs/cell cultures), and/or antigen detection techniques.
4. Demonstrated ability to perform serology testing such as ELISA and virus neutralization assays.

## **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**

**To be eligible for this position you must be willing and able to comply with the following:**

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 which may include (where applicable) influenza, Hepatitis b, Rabies, Japanese encephalitis, Q Fever and SARS-CoV-2 or other agents if working with certain viruses. The successful candidate will be required to provide satisfactory evidence of vaccination against certain viruses / diseases prior to commencement and/or may be expected to be vaccinated against other viruses/diseases during the course of their employment.
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. In the event of an emergency disease response, ACDP may be required to implement the Emergency Animal Disease Response Plan and personnel may be directed to work in areas other than their usual assignment in order to meet the needs of the response. This direction may include work outside usual working hours, and may require working onsite.
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