# Position Details

## Technical Services- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Senior Animal Technician – Werribee Animal Health Facility (WAHF) |
| Job Reference | 90420 |
| Tenure | Indefinite - Full-time |
| Salary Range | AU$89k - AU$101k per annum, plus up to 15.4% superannuation |
| Location(s) | Werribee, 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 | Facility Manager, Werribee Animal Health Facility |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Sheree Grimaldi via email [Sheree.Grimaldi@csiro.au](mailto:Sheree.Grimaldi@csiro.au) or phone 03 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](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

As part of the Australian Centre for Disease Preparedness (ACDP), the Senior Animal Technician works within a small team located at the Werribee Animal Health Facility (WAHF). The WAHF team is one of ACDP’s three Animal Facility teams, and is located in Werribee. This newly created role provides assistance to the Facility Manager in the daily supervision of WAHF staff. The Senior Animal Technician works as part of an on-call roster to provide high level advice and animal care.

The position is responsible for ensuring the WAHF provides and maintains a disease-free facility and provides the highest standard of animal husbandry. The Senior Animal Technician will be required to ensure animal ethic and welfare protocols are adhered to, to ensure the best possible outcomes for the animals and science. They will ensure the facility equipment is checked and maintained to a high standard and appropriate records are maintained.

### Duties and Key Result Areas

* Provide guidance to Werribee Animal Health Facility (WAHF) staff.
* Assist the Facility Manager of the WAHF to undertake animal technical work.
* Support science and research activities involving small and large animals within the microbiologically contained facility at CSIRO ACDP.
* Assist in the management of the daily operations of the WAHF and ensure tasks are carried out appropriately and efficiently.
* In conjunction with the Facility Manager, induct and train staff and students to ensure they are appropriately skilled to undertake a range of duties in the WAHF
* Assist with sourcing and providing a supply of animals on demand ensuring minimum numbers are bred and kept, as required.
* Conduct animal husbandry procedures and collection of biological samples such as blood and tissues from animals carrying infectious diseases.
* Liaise with scientific staff and ensure the WAHF supports scientific projects and is involved through project inception, project management and delivery including advice and writing of AEC applications.
* Document procedures and train staff in systems and processes as required.
* Assist in the provision and maintenance of animal health status.
* Identify and resolve problems promptly and in a constructive manner.
* Contribute to the upkeep and cleaning of equipment.
* Maintain highest possible levels of animal welfare through innovation, astute observation, promotion of animal welfare principles and compliance with Animal Ethics Committee protocols and policies.
* Ensure the success of research activities through effective liaison with team leader, team members, scientists, laboratory technicians and veterinarians; thorough planning of activities; attention to technical details.
* Ensure the continuous improvement of record keeping for compliance, regulatory requirements, data collection and quality assurance purposes; ensure the certification of the facility is maintained to a relevant quality standard.
* Work on weekends and after hours as required and share on-call responsibilities with the Facility Manager WAHF.
* Abide by and promote microbiological security regulations at CSIRO ACDP.
* 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 team to carry out tasks in support of CSIRO scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, 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 diploma or relevant degree, or equivalent experience in animal sciences or a related field.
2. Demonstrated competence and record of achievement in animal sciences and care in a research setting.
3. Demonstrated experience working with small and large animals including injections and collection, euthanasia, and identification in animals such as rodents and chickens.
4. A thorough and demonstrable understanding of relevant legislation and regulations including:

* Victorian legislation: Prevention of Cruelty to Animals Act 1986 Vic and Regulations 1997
* Regulatory bodies protocol and procedures: Office of the Genetic Technology Regulator (OGTR) and Department of Agriculture and Water Resources (DAWR)
* Industry standards: Code of Practice for the Care and Use of Animals for Scientific Purposes

1. A critical thinker with demonstrated strong attention to detail.
2. Sound administrative skills, including computer skills and laboratory record keeping practises.
3. Proven ability work effectively within a small team and provide training and guidance.

## **Desirable**

1. Experience with specialised laboratory equipment.
2. Experience in working with QA/GLP practises in a NATA accredited laboratory.
3. Experience with general farm machinery.

## **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:** 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:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **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:** Recognises and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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**

**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).
4. The appointee will be required to work on weekends and after hours as required and share on-call responsibilities with Facility Manager, WAHF.

**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