# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Research Projects Officer – Aquatic Disease Research |
| Job Reference | 88672 |
| Tenure | Indefinite Full-time |
| Salary Range | AU$87k - AU$98k per annum plus up to 15.4% superannuation |
| Location(s) | Geelong – Australian Centre for Disease Preparedness (ACDP), Victoria |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Aquatic Research Capability – Team Leader |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr David Cummins via email at david.cummins@csiro.au |
| 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 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 Diagnosis Surveillance and Response (DSR) Program at the Australian Centre for Disease Preparedness (ACDP) provides diagnostic and research capability to investigate and respond to newly emerging and exotic diseases affecting terrestrial and aquatic animals. Within this program, the ACDP Fish Diseases Laboratory (AFDL) undertakes research and diagnostic (R&D) activities and provides expert advice to CSIRO and state, national and international stakeholders.

In your role as Aquatic Research Officer, you will be responsible for planning and setup of aquatic *in vivo* studies, provide care and maintenance of aquatic species, undertake routine molecular diagnostic testing, molecular test capability development, data analysis and report writing, and contribute to a diverse range of research projects, as needed. The successful candidate will be capable of adapting readily to the changing needs of the group responsible for undertaking research and diagnostic activities for government and industry stakeholders, and which may include activities outside their own preferences.

### Duties and Key Result Areas

* Work within BSL2 and BSL3 laboratories to perform aquatic *in vitro* and *in vivo* diagnostic and research activities.
* Under general direction, participate in project planning and accept responsibility for the scheduling and delivery of activities, including *in vivo* aquatic animal experiments, aimed at the identification and characterisation of infectious pathogens of finfish, crustaceans and molluscs.
* Maintain current knowledge of aquatic animal diseases of major concern to Australian

aquaculture and fisheries, and emerging diagnostic technologies to support the group’s activities as needed.

* Make significant contributions to the interpretation and communication of research and

technical results, including drafting presentations and detailed written reports for both internal and external clients.

* Along with other AFDL staff, be responsible for ensuring that the laboratory’s quality

assurance system is maintained to NATA/ISO 17025 standards for aquatic animal diagnostic tests.

* Meet individual and team outputs defined in annual performance agreements, and other

objectives as advised by line management.

* Under general direction, contribute to research and/or technology through the development of original and adapted experimental methods.
* 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 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 PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as virology, molecular biology, biotechnology or similar.
2. Demonstrated practical experience in aquatic animal research.
3. Demonstrated ability and willingness to contribute ideas and new approaches to meet experimental needs where methods are not clearly defined.
4. Experienced working 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. Strong written and verbal communication skills, including the ability to document results, write reports and communicate effectively with colleagues and other stakeholders.

## **Desirable**

1. Experience with aquatic animal *in vivo* studies and animal husbandry.
2. Experience in DNA sequencing and bioinformatic analysis.
3. Experience in conducting laboratory‐based molecular diagnostic tests within a quality management system (e.g. ISO17025).

## **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:** Recognise 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:**
* **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