



Position Details

Research Scientist/ Engineer – CSOF5/6

THE FOLLOWING INFORMATION IS FOR APPLICANTS

Advertised Job Title	Veterinarian/Veterinary Scientist (Team Leader)
Job Reference	83208
Tenure	Indefinite full time
Salary Range	CSOF Level 5: AU\$102k to AU\$111k pa (pro-rata for part-time) + up to 15.4% superannuation CSOF Level 6: AU\$115k to AU\$135k pa (pro-rata for part-time) + up to 15.4% superannuation <u>*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate</u>
Location(s)	Canberra
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	<ul style="list-style-type: none">Australian/New Zealand Citizens, Australian Permanent Residents and Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible onshore candidates)
Position reports to the	Group Leader Vertebrate Management Systems
Client Focus – Internal	50%
Client Focus – External	50%
Number of Direct Reports	TBA
Enquire about this job	Tanja.strive@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 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](#).

CSIRO Health & Biosecurity (H&B)

We undertake world-class multidisciplinary science, develop relevant IP and deploy innovative solutions through our national and global networks to address the complexity and interdependencies of human, animal and environmental health and biosecurity challenges across Australia and the world. We work with a diverse range of people and partners that span Australia and 25 countries, fostering a shared vision to create measurable economic, environmental, and social impact.

Health & Biosecurity's portfolio of work drives impact through three key impact areas:

- Increasing Australia's preparedness and responsiveness to health and biosecurity threats
- Accelerating the technologically and digitally driven transformation of Australia's healthcare and biosecurity systems
- Improving the health and wellbeing of all Australians

H&B – Biosecurity Program and the Vertebrate Management Systems Group

The Biosecurity Program in CSIRO Health & Biosecurity works to mobilise science and technology to support preparedness and response to biosecurity risks to agriculture and the environment. The Vertebrate Management Systems Group Weed the Program is mostly Canberra based, research across this group encompasses a range of fields from virology, ecology, genomics, viral and genetic biological control, and management of animal and insect pests of agricultural and environmental significance.

Role Overview

CSIRO's mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. Staff at this level use their considerable professional expertise, knowledge of other disciplines and research experience and achievement to formulate, develop and complete an approved research program with general direction as to the aims of their activities. They demonstrate a considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches. They identify and adapt quickly to changes in client needs and market directions. Using their knowledge of the clients' business and understanding of their underlying needs, they act as trusted advisors. They anticipate industry and/or community needs through client liaison and networking.

The Research Scientist/veterinarian and Team Leader will work with the Group Leader and other scientists within the Biosecurity Program to participate in existing projects investigating the biological control of rabbits and develop new approaches for innovations in the biological control of vertebrate pest management, including both classical and genetic biocontrol, which is an area of interest/growth for the group into the future. As a registered veterinarian and Team Leader, they will be responsible for the small animal facilities at CSIRO, including a domestic rabbit breeding colony, and lead a small team of animal carers and research projects officers.

Duties and Key Result Areas

- Provide veterinary expertise in support of research projects involving animals including conducting animal husbandry procedures, experimental viral infections and/or other treatments, and monitoring and collecting biological samples.
- Provide advice on best practice breeding and colony management of research animals, including health monitoring programs.
- Provide appropriate clinical care, including monitoring and management of research animals.
- Maintain high levels of animal welfare and strive for improvement through innovation, astute observation, promotion of animal welfare principles and compliance with Animal Ethics Committee protocols and policies.
- Lead and develop a small team of staff (animal care and research projects officers and post-doctoral scientists)
- Develop, deliver and assess technical training procedures and resources for staff members involved in animal work, and maintain a training register
- In collaboration with other scientists in the team, develop and manage Animal Research Ethics Proposals for projects, including reporting.
- Liaise with the local biosecurity committee to implement PC2 certification and re-certification of the small animal facilities.
- In collaboration with other CSIRO Scientists, develop new project ideas/proposals investigating novel biological control approaches, including genetic biocontrol
- Strive for "Zero Harm" (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace, in doing so model appropriate and professional behaviour in the workplace and manage people matters proactively
- Support the Research Group Leaders to build the long-term science capability to support the delivery of the Program's research and impact where it pertains to research involving animals

Selection Criteria

Essential Criteria

1. A veterinary degree registrable with the relevant Veterinary Practitioners Registration Board.
2. Demonstrated track record in Research delivery with experience in preparing and presenting oral and written reports on research findings.
3. Demonstrated experience with writing animal ethics and human research ethics proposals and familiarity with relevant codes of practice.
4. Demonstrated experience in conducting animal research in Physical Containment (PC2) facilities
5. Proven ability to work productively and harmoniously in a team, with a good understanding of the basis of a successful team, and the ability to work independently as required.
6. Proven commitment to safeguarding and improving the welfare of animals, including knowledge of the Australian Code of Practice for the care and use of animals for scientific purposes.
7. Experience or willingness to participate in viral infection studies.

Desirable Criteria

1. Experience in assisted reproductive technologies or a keen willingness to acquire these skills
2. Experience in managing small animal research and breeding facilities
3. Proven ability to develop and adapt veterinary and husbandry techniques for novel scientific procedures and varied animal species.
4. Experience reviewing and refining current processes, developing training resources, and conducting the training of animal techs and other relevant staff.
5. Experience in using databases (e.g. MS Access), data graphics (e.g. SigmaPlot) and undertaking statistical analysis (e.g. R statistical environment).

Required Competencies

CSOF5

- **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 responses by adapting/creating and testing alternative solutions.
- **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
- **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 change.

CSOF6

- **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

Appointment to this role may be subject to conditions including the provision of a national police check as well as other security/medical/character clearance requirements.

- The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
- If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test). - <https://ielts.com.au/>

About CSIRO

We solve the greatest challenges through innovative science and technology. To find out more visit us [online!](#)

CSIRO is a values-based organisation. In your application and at the interview you will need to demonstrate behaviours aligned to our values of:

- People First
- Further Together
- Making it Real
- Trusted

Find out more about CSIRO [Health and Biosecurity](#)