# Position Details

## Research Projects- CSOF5

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Biomolecular Crystallisation and Characterisation Manager |
| Job Reference | 86301 |
| Tenure | Specified term of up to 24 months.  Full-time |
| Salary Range | AU$ $102,724 – AU$ 111,165 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Clayton |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens and Permanent Residents currently residing in Australia * New Zealand Citizens currently residing in Australia * Australian temporary residents who are currently residing in Australia and have the right to work for the expected duration of the term with no requirement for sponsorship |
| Position reports to the | Team Leader Structural Biology |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | [Alex.Caputo@csiro.au](mailto:Alex.Caputo@csiro.au) or phone: +61 3 9545 2801/  [Bevan.Marshall@csiro.au](mailto:Bevan.Marshall@csiro.au) or phone +61 3 9662 7492 |
| 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. |

### 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 Biomolecular Crystallisation and Characterisation Manager position will be situated within the Structural Biology Team that has a long-running history of providing protein crystallisation to the structural biology community. Formerly the Collaborative Crystallisation Centre, the facility has cutting-edge robotics to increase the throughput of protein crystallisation and establish new analyses to support biologics manufacturing process development.

The facility is undergoing a shift in its digital infrastructure and operating model that requires a manager to oversee these transitions while supporting the performance of standard experiments and developing new methods. The role involves engaging with internal and external clients and ensuring timely delivery to projects.

### Duties and Key Result Areas:

* Manage and perform day-to-day laboratory tasks, for example performing experiments, ensuring that the regular maintenance of all machines is performed, and diagnosing and troubleshooting issues with machines or processes.
* Engage, plan, and execute crystallisation and characterisation experiments for internal and external clients.
* Manage the resources of the crystallisation laboratory.
* Assist in the commissioning, validation, and re-validation of equipment.
* Contribute to process development research and analysis.
* Adapt and/or develop original experimental methods/equipment/software/concepts/ ideas in support of existing and further research.
* Oversee the activities of less experienced staff and provide guidance on experimental/ technological techniques and protocols.
* 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’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.*

* A PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as Structural Biology, Bioinformatics, or Biophysics/Biochemistry.
* Proven experience with robotics or other laboratory automation, with demonstrated ability to program the machines to do both standard and novel assays.
* Familiarity and comfort with computers including a working familiarity of Python, basic networking, and database functions.
* Evidence of experience in leading and directing projects.
* The ability to effectively manage a number of competing priorities simultaneously and carry out non-routine tasks under limited direction.
* Proven ability to investigate underlying issues of complex and ill-defined problems and develop appropriate responses by adapting/creating and testing alternative solutions.
* Excellent communication skills, both written and oral, including the ability to anticipate the interests and knowledge level of an audience and present information and feedback accordingly.
* The ability to work effectively as part of a multi-disciplinary team and carry out tasks autonomously in support of scientific research.

## **Desirable**

* Solution characterisation of protein properties to assess structure, stability, and solubility
* Experience in developing automation of assays.

## **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 team 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:** 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:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response 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 changes.

Special Requirements

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

Include if relevant:

* 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/)
* *If you have any queries regarding finalising the Duties and Key Result Areas or the Special Requirements for this position, please consult with In-business HR or the Talent Acquisition Team.*

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

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

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

Find out more about CSIRO [Manufacturing](https://www.csiro.au/en/Research/MF)