# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Research Scientist – Lumpy Skin Disease Research |
| Job Reference | 91385 |
| Tenure | Specified Term of 3years - Full-time |
| Salary Range | AU$105k - AU$114k per annum, plus up to 15.4% superannuation |
| Location(s) | Geelong - Australian Centre for Disease Preparedness (ACDP), Victoria, Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates |
| Position reports to the | Group Leader – Lumpy Skin Disease Research  |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Kelly Stanger via email Kelly.Stanger@csiro.au or phone +61 3 5227 5585 |
| 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](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### Role Overview

The Research Scientist – Lumpy Skin Disease Research is a member of the Lumpy Skin Disease (LSD) research team at the Australian Centre for Disease Preparedness (ACDP). Lumpy skin disease (LSD) is a vector borne disease of cattle and is considered to be one of the most economically important viral diseases of cattle due to its impacts on animal health, production and trade. It is now present in South-East Asia and the research scientist will support key preparedness activities, develop our research portfolio and contribute to enhanced response capability should incursion occur.

The role of Research Scientist staff at the ACDP is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies.

A focus of the LSD research team is to undertake and support research and development activities that deliver to the National Lumpy Skin Disease Action plan, as well as undertake and support research for CSIRO’s research programs. Current and future research priorities include a broad range of projects and activities, including diagnostic test development and evaluation, vector-competency studies, vaccine development and evaluation, and investigating host-pathogen interactions. The Research Scientist will build and maintain networks, play a lead role in project design and securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

### Duties and Key Result Areas

* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Where required, lead, plan and coordinate priority research activities, which may include diagnostic test development and evaluation, vector-competency studies, vaccine development and evaluation and investigating host-pathogen interactions and pathogenesis. This may include the development of project proposals, independently or in collaboration with relevant key staff, and project management, including obtaining required approvals in order for the work to commence (e.g. biosafety, ethics, project planning and internal approval).
* Show initiative to seek new approaches to meet experimental or technological needs when encountering new problems where methods are not defined.
* Draw on professional expertise, knowledge of other disciplines and research experience to recognise and exploit opportunities for innovation, challenge current approaches, and generate new theoretical perspectives.
* Pursue new ideas/approaches and networking with scientific colleagues across a range of disciplines to contribute to the identification of further opportunities which arise from research and initiate new lines of research.
* Present results in a meaningful format, prepare reports for project milestones, clients and/or write scientific papers for publication.
* Provide co-supervision, training and coaching to students, postdoctoral researchers and technical staff to ensure experiments are established in accordance with research design thinking methodology.
* Effectively represent the research team and group internally and externally, including the presentation of research outcomes at ACDP scientific forums, and national and international conferences and workshops.
* 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 research team to carry out tasks in support of CSIRO’s 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 PhD (or an equivalent combination of qualifications and research experience) in a relevant field such as virology, vaccine development, immunology or similar.
2. Demonstrated theoretical and practical experience in classical and molecular techniques applicable to the study of infectious diseases and their causative agents.
3. Demonstrated research and diagnostic virology experience in Capripoxviruses.
4. Proven high level written and oral communication skills with the ability to communicate effectively with audiences at the appropriate level.
5. Meticulous attention to detail including demonstrated abilities in the management of samples and recording of data.
6. Demonstrated ability to influence and manage stakeholder and customer expectations for mutual benefit.
7. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
8. A record of science innovation, agility and creativity, including a proven ability to embrace challenges and uncertainty, maintain long-term vision, and incorporate novel approaches into scientific investigations.

## **Desirable**

1. Experience working with insect vectors and competency assessment.
2. Achievement in characterisation of infectious pathogens leading to new knowledge on host/pathogen interactions.

## **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 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.

**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). As this is a designated security assessed position and, the successful candidate will need to meet certain requirements to continue in the role, including but not limited to having at least 10 years of checkable background?
4. Undertake a psychological medical assessment (to be arranged post-commencement).
5. 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. Visit [CSIRO Online](http://www.csiro.au/) 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