# Position Details

## Research Projects- CSOF2

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| The following information is for applicants | |
| Advertised Job Title | Laboratory Diagnostic Technician |
| Job Reference | 92295 |
| Tenure | Specified term of 3 years - Full-time |
| Salary Range | AU$51k - AU$65k per annum, plus up to 15.4% superannuation |
| Location(s) | Geelong – 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 | Team Leader, Serology |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Kalpana Agnihotri via email [Kalpana.Agnihotri@csiro.au](mailto:Kalpana.Agnihotri@csiro.au) or phone 03 5227 5083 |
| 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 Laboratory Diagnostic Technician is responsible for assisting with the delivery of outputs across a range of quality assured laboratory diagnostic services. In particular, the work will include disease surveillance testing for exotic and infectious diseases of veterinary significance, testing for sterility and freedom from contamination of biological materials intended for veterinary use, and associated laboratory housekeeping activities. The Diagnostic Technician also provides assistance to other diagnostic teams within the program, as required. The testing conducted primarily involves the use of antibody detection techniques such as Enzyme-linked immunosorbent assays (ELISAs) and virus neutralization tests (VNTs). The Diagnostic Technician works in the biologically secure laboratories at physical containment level 3. The position forms part of the Diagnostic Serology team within the Diagnosis, Surveillance and Response (DSR) program.

The DSR program at the Australian Centre for Disease Preparedness (ACDP) provides diagnostic and research capability required to investigate and respond to newly emerging diseases affecting livestock and other animals.

### Duties and Key Result Areas

* Work in a microbiologically secure laboratory as part of a multi-disciplinary team with responsibilities and outputs, supporting and delivering quality assured diagnostic testing services (NATA/ISO 17025) for a broad range of bacterial pathogens, as well as the exclusion of emergency animal diseases, routine surveillance and biological sample testing.
* Under general supervision, perform routine experimental or operational tasks requiring skills which have been developed through experience or training.
* Follow pre-determined protocols to achieve experimental and research objectives.
* Provide general laboratory support for housekeeping and maintenance activities.
* Perform a range of scientific duties including receipt of specimens, preparation of solutions and media, processing of samples and bacterial culturing.
* Contribute to quality assurance requirements, including reporting tests, maintaining up-to-date and accurate test records, and proficiency testing.
* Identify and report anomalies.
* Respond courteously and efficiently to requests for services, keep clients informed about progress and redirect requests to appropriate staff when required.
* Find appropriate solutions to clearly defined problems where alternatives are limited or prescribed.
* 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.
* Maintain confidentiality when accessing commercially sensitive information of CSIRO and/or research or commercial partners.
* Abide by and promote ACDP’s microbiological security regulations.
* Other duties as directed.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. A Certificate IV in Laboratory Techniques, or equivalent relevant work experience in Biological Sciences or a related discipline.
2. Demonstrated experience in good laboratory practices, aseptic techniques, the preparation of reagents and bacterial culture techniques.
3. Proven ability to resolve clearly defined problems where alternatives are limited or prescribed.
4. Demonstrated experience working effectively as a member of a larger project team.
5. Good interpersonal skills, including a demonstrated ability to maintain effective and respectful relationships with a range of colleagues.
6. Proven written and verbal communication skills, including the ability to document results and communicate effectively with colleagues.

**Desirable**

* + - 1. Experience conducting and coordinating laboratory‐based diagnostic tests, including experience using a LIMS (Laboratory Information Management System) within a quality management system.

1. Experience working in a laboratory with a demonstrated ability to complete tasks in accordance with instructions.

## **Required Competencies**

* **Teamwork and Collaboration:** Demonstrates initiative, actively contributing as a team member. Supports team decisions and keeps other team members up to date about individual actions. Shares all relevant and useful information. Pitches in and helps other team members when necessary.
* **Influence and Communication:** Communicates basic facts in a courteous manner including posing appropriate questions to gain factual information.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Selects appropriate solutions to clearly defined problems using readily available information. Alternatives are limited and prescribed or apparent.
* **Independence:** Accepts personal responsibility for doing the job well. Looks for opportunities to improve the way things are done and makes recommendations accordingly.
* **Adaptability:**Accepts the need for change to work routines or technology.

**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).

**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