# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Veterinary Pathologist |
| Job Reference | 93881 |
| Tenure | Indefinite - Full-time |
| Salary Range | AU$ 121,455 - AU$142,321 pa + up to 15.4% superannuation |
| Location(s) | ACDP, Geelong |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates including:* Australian/ New Zealand Citizens
* Australian Permanent Resident
* Australian Temporary Residents
* Overseas candidates (visa sponsorship support will be provided by CSIRO to international candidates)
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| Position reports to the | Team Leader - Pathology and Pathogen Biology |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Richard Ploeg via richard.ploeg@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](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

**Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](https://www.csiro.au/en/about/policies/child-safe-policy).

### Role Overview

Veterinary Pathologists at the Australian Centre for Disease Preparedness (ACDP) apply their expertise in anatomic pathology to facilitate the diagnostic and research activities occurring across the facility as well as to engage a host of stakeholders in the broader veterinary community. They oversee the delivery of focussed surveillance and exclusion testing programs as well as providing expert input into novel disease investigations. They also work in collaboration with a diverse range of user groups including facility veterinarians, welfare officers, virologists, immunologists and cell biologists to manifest world-class research outcomes. They are key to the development, implementation and ultimate interpretation of research projects focussed on zoonotic and emergency animal diseases with the primary goal of mitigating their impact on the Australian economy, environment and society. This work will often require them to work with dangerous human and/or animal pathogens at high levels of biocontainment (BSL3 and BSL4). As part of the Pathology and Pathogen Biology team, Veterinary Pathologists will work closely with advanced light microscopists and electron microscopists to support their own as well as the site’s diagnostic and research endeavours. They will also play a key role in the development of novel pathogen visualisation assays such as immunohistochemistry and in situ hybridisation. Veterinary Pathologists at ACDP are encouraged to develop their own research portfolio.

ACDP Pathologists are required to communicate the outcomes of their diagnostic and research investigations through written and oral means and are often called upon to provide technical and policy advice to stakeholders both within and external to CSIRO. They are also encouraged to sit on various internal and external committees including national advisory boards. ACDP Pathologists may also be required to travel internationally to advise on animal health matters to our regional partners. ACDP pathologists are expected to provide training and mentoring to early-career veterinary pathologists and scientists from broad-ranging fields, both internally and externally.

Candidates must satisfy the requirements of the ACDP security clearances.

### Duties and Key Result Areas:

* Provide a prompt and accurate service in veterinary anatomic (and if appropriate clinical) pathology in support of ACDP’s diagnostic and research program. This includes, but not limited to, the provision of a necropsy and histopathology interpretation service to the facility.
* Collaborate with and provide ongoing technical feedback to ACDP’s Histology Laboratory so as to ensure the maintenance of optimum quality output across a host of methodologies including histochemistry, immunohistochemistry and in-situ hybridization.
* Provide plans for and oversee necropsy procedures and tissue collections for research projects occurring at ACDP, including projects conducted at BSL3 and BSL4.
* Utilize expertise to interpret gross, microscopic, ultrastructural, and clinical pathology findings in research projects.
* Collaborate with teams across ACDP to aid the detection and control of transboundary animal diseases and other zoonotic and emergency diseases in Australia and the Asia-Pacific region by provision of pathology expertise and training.
* Identify, approach, and communicate with key stakeholders in the Department of Agriculture, Fisheries and Forestry and other relevant federal, state and non-governmental organisations to increase ACDP’s profile and influence.
* Represent the ACDP Pathology and Pathogen Biology Team at internal meetings and to take on other leadership roles when required.
* Operate under and support ACDP’s quality assurance systems, including ISO17025 and good laboratory practice (GLP) and engage with external proficiency testing as necessary.
* Produce scientific papers and reports suitable for publication in quality journals, for presentation at national and international conferences and for communication to customers.
* Lead research projects, including the negotiation of resource requirements.
* Provide mentoring to staff and students to elevate pathology competencies and ensure experiments are established in accordance with sound scientific principles.
* Within broad guidelines, use professional expertise and team leadership and collaboration skills to formulate, implement and complete research programs that align with corporate and customer aims.
* 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 Code of Conduct, Health, Safety and Environment plans and policies, 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 veterinary degree registrable by State Veterinary Boards in Australia.
2. At least one post-graduate qualification in veterinary anatomic pathology including Membership/Fellowship of the Australian and New Zealand College of Veterinary Scientists; Diplomate of the American or European College of Veterinary Pathology; PhD in a relevant field; and/or an equivalent qualification not listed.
3. Post-graduate experience in veterinary anatomic pathology, including histopathology and gross pathology.
4. Demonstrated experience, including a significant publication record, of at least 3 years in experimental science and in the management of research projects.
5. Demonstrated ability to write scientific reports, publish in scientific journals and conference abstracts, to deliver verbal presentations to scientific and community audiences.
6. Demonstrated ability to build positive and lasting relationships with stakeholders and customers.

## **Desirable:**

1. A PhD in a relevant field of animal health or biomedical science.
2. Experience working under GLP conditions.
3. Expertise in ultrastructural and/or clinical pathology.

## **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:** 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**

**Security Assessment and Microbiological Security Requirements for Personnel Working at the ACDP Site**

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