# Position Details

## Research Projects- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Facility Veterinarian |
| Job Reference | 94520 |
| Tenure | Indefinite - Full-time |
| Salary Range | AU$105,806k - AU$114,500k per annum plus up to 15.4% superannuation |
| Location(s) | Geelong - Australian Centre for Disease Preparedness (ACDP), Victoria |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/ New Zealand Citizen and Australian Permanent Residents only |
| Position reports to the | Veterinary Studies Team Leader |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Sarah Riddell by email: Sarah.Riddell@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

As part of the Animal Studies Team, the Facility Veterinarian works across three animal facilities, being the Large Animal Facility (LAF), Small Animal Facility (SAF) and the Werribee Animal Health Facility (WAHF). These facilities provide essential support to the Australian Centre for Disease Preparedness (ACDP) ‘Diagnostic Surveillance and Response’ program response and research obligations.

The Facility Veterinarian provides a high level of professional veterinary expertise in support of research projects using animals within ACDP’s animal facilities. The role works with a team of animal technicians and support staff in the provision of animal husbandry and care, ensuring that animal usage adheres to the Australian code of practice for the care and use of animals for scientific purposes.

Weekend work is involved on a roster basis and shift work may be required from time to time. A team of dedicated people participate in the day-to-day running of the facilities; however many tasks involve working alone. All staff working in this environment must pass security, medical and psychological checks and be appropriately vaccinated.

### Duties and Key Result Areas

* Provide veterinary expertise in support of research projects involving animals including conducting animal husbandry procedures, surgeries and collecting biological samples, including at high biocontainment (using personal protective equipment including biocontainment suits).
* Provide appropriate clinical care, including monitoring and management of research animals.
* Provide advice on best practice breeding and colony management of research animals, including health monitoring programs.
* Review, refine, develop, deliver and assess technical training procedures and resources specific to the Animal Studies Team
* Develop and deliver technical presentations, reports and workshops as appropriate.
* Active involvement in scientific research by liaising with team members and key stakeholders and providing advice regarding project design, animal ethics applications and study implementation.
* Work with researchers to develop new or improved approaches to research or technological problems
* Maintain high levels of animal welfare and strive for improvementthrough innovation, astute observation, promotion of animal welfare principles and compliance with Animal Ethics Committee protocols and policies.
* Assist in the preparation of scientific papers and reports, and review as required.
* Deliver oral presentations to scientific and client audiences, and the broader community.
* Participate in formal training programs, and other technology transfer seminars/workshops within ACDP by providing lectures/presentations and practical demonstrations, including clinical examinations and necropsies.
* 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 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 veterinary degree registrable with the Veterinary Practitioners Registration Board of Victoria, with a minimum of approximately two years’ clinical experience.
2. Experience and/or willingness to work with animals infected with serious zoonotic disease agents, following appropriate training including wearing of personal protective equipment including biocontainment suits.
3. Demonstrated competence in complex or non-routinehusbandry, surgery and animal management procedures in a veterinary or medical research, diagnostic or comparable industry environment.
4. Proven ability to develop and adapt veterinary and husbandry techniques for novel scientific procedures and varied animal species.
5. Demonstrated 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 knowledgeof the Australian code of practice for the care and use of animals for scientific purposes.
7. Experience reviewing and refining current processes, developing training resources, and conducting the training of animal techs and other relevant staff.

## **Desirable**

1. Experience with, and/or understanding of quality assurance systems (i.e. GLP).
2. Experience working with animals at high levels of bio-containment (PC3 or 4).
3. Experience and/or strong interest in research.
4. Knowledge of the animal diseases foreign to Australia, in particular those exotic diseases likely to have a severe impact on trade in Australia’s livestock and livestock products, and the techniques used to diagnose these diseases.

## **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

**Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site:**

**ACDP Special Conditions that staff must comply with:**

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 Facility 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 pre-employment psychological medical assessment.

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