



Australia's National
Science Agency

Deputy Director, Australian Centre for Disease Preparedness (ACDP) / Science Director, Australian Animal Health Laboratory (AAHL)

Information for applicants

Acknowledgement of Country

In the spirit of reconciliation, CSIRO acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today. View our [vision towards reconciliation](#)

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](#).

About CSIRO

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is Australia's premier research body and National Science Agency. We solve the greatest challenges through innovative science and technology to build prosperity, growth, health, and sustainability for our customers, all Australians, and the world. csiro.au.

CSIRO is one of the world's largest and most successful publicly funded research and development organisations and also one of the most multidisciplinary mission-driven research agencies in the world.

Over 4,000 industry and government partners <small>including nearly 1,600 small and medium businesses (SMEs)</small>	For every \$1 invested in CSIRO, at least \$8.40 in value is returned to the Australian people <small>Considering CSIRO's 2021-22 budget, this equates to \$10.2 billion of benefit to the nation</small>	5672 people <small>committed to delivering the greatest national benefit</small>	49 sites <small>in Australia and two sites overseas</small>
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CSIRO solves the greatest challenges through innovative science and technology, and we are committed to complementing our world-class science capabilities with outcome-focussed research to generate and deliver economic, environmental, and social benefits for Australia in a global context.

CSIRO is also Australia's most trusted research institution and most connected innovator, working with most Australian universities, government and non-government agencies and major Australian industries to co-create commercialisation outcomes that deliver impact and create science-driven technologies and economic value and a better future for all Australians.

Our collaborative research turns science into solutions for food security and quality, clean energy and resources, health and wellbeing, resilient and valuable environments, innovative industries, and a secure Australia and region, securing our future national prosperity as well as environmental and social benefits.

CSIRO acknowledges the extraordinary contributions Aboriginal and Torres Strait Islander people have made, and continue to make, to our culture, the economy and science. We're working with Indigenous communities and organisations to create Indigenous-driven science solutions that support sustainable futures for Indigenous peoples, cultures, and Country.

CSIRO Strategy & Values

Our purpose is to solve the greatest challenges through innovative science and technology

The challenges we are solving

Health and wellbeing	Enhance the health of Australians through preventative, personalised, biomedical, and digital health services.
Food security and quality	Achieve sustainable security through new AgriFood products, technology and innovation for Australia.
A secure Australia and region	Help safeguard Australia from threats (terrorism, regional instability, pandemics, biosecurity, disasters and cyber-attacks).
Resilient and valuable environments	Enhancing the resilience, sustainable use and value of our environments, including by mitigating and adapting to the impacts of climate and global change.
Sustainable energy and resources	Build competitiveness, sustainability and security of our energy and minerals resources while heading to Net Zero.
Future industries	Help create Australia's future industries and jobs by collaborating to boost innovation performance and promote STEM skills.

Our objectives to deliver

Deliver impact through innovation	Advance Australia's commercialisation of science and deliver new value from digital innovation.
Purpose driven science and technology	Deliver impact at-scale aligned with the challenges we are solving and the portfolios of research directed to them. Invest in the right future science and technology to solve tomorrow's challenges.
Engage and empower talent	Attract world-class talent and strengthening our nation's STEM pipeline. Build a culture that makes us an employer of choice and operate in an adaptable, resilient and responsive way.
Build collaborative networks	Share our world-class national labs and facilities with industry, universities and government and harness the power of our diverse relationships for better outcomes.

Our vision is to create a better future for Australia

Our values underpinning how we work

Making it real

Trusted

People first

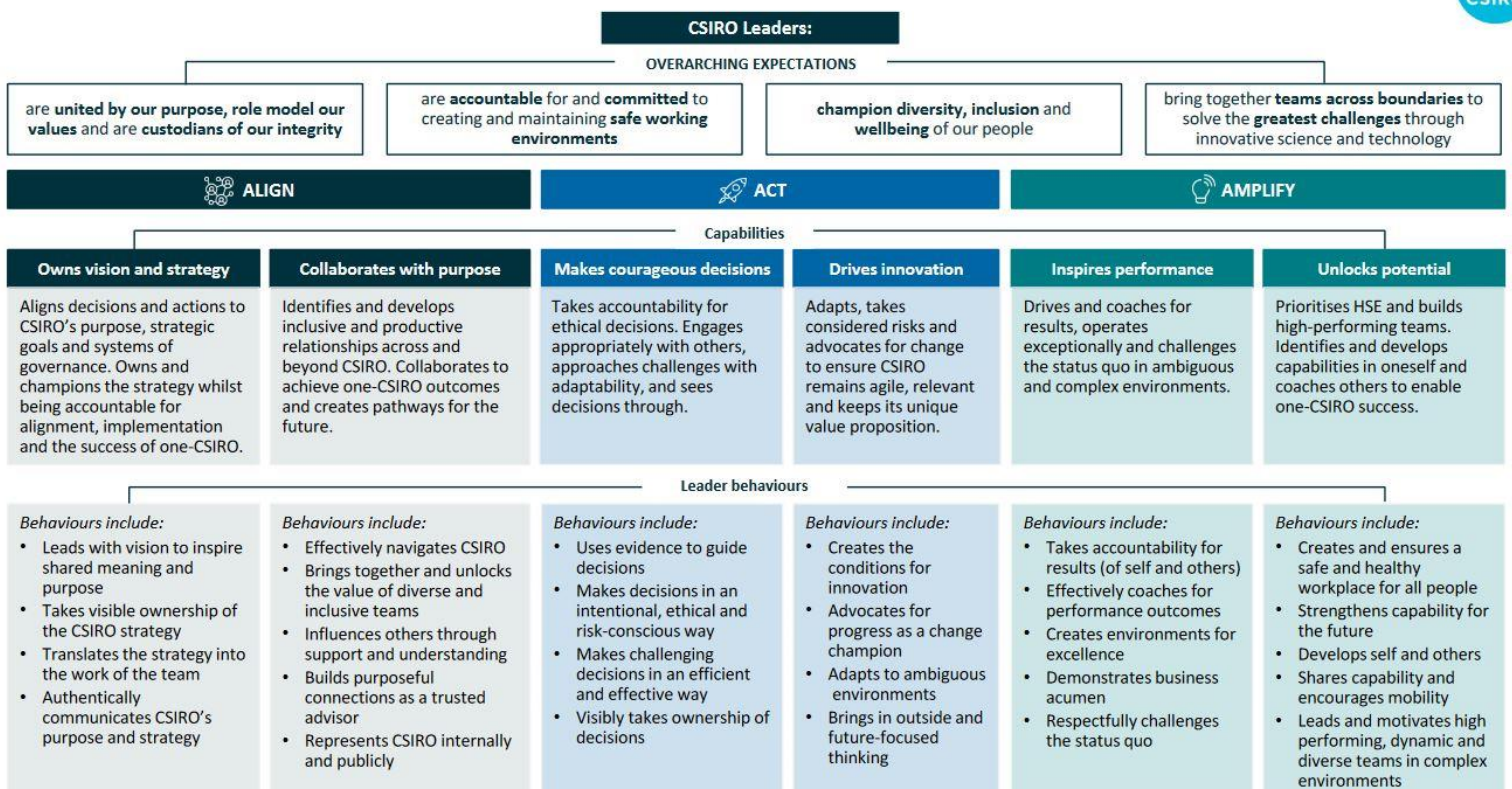
Further together

CSIRO's values are more than just words. They represent what is unique and special about CSIRO and underpin not just the work we do, but how we do it, and how we interact with our colleagues and the diverse range of partners we collaborate with every day. CSIRO's values - CSIRO

Leading@CSIRO Framework

The Leading@CSIRO Framework (below) outlines what is expected of all CSIRO leaders.

Leading@CSIRO framework



About the Australian Centre for Disease Preparedness (ACDP) National Facility

As one of only six high-containment animal research centres in the world, CSIRO's Australian Centre for Disease Preparedness works with national and international human and animal health organisations as part of a global One Health network.

CSIRO's Australian Centre for Disease Preparedness, formally known as the Australian Animal Health Laboratory, is a critical part of national infrastructure and Australia's (and the southern hemisphere's) largest and highest level of biocontainment (PC4/BSL-4) laboratories within a purpose-built biosecurity facility in Geelong – Victoria.

The ACDP is a vital part of Australia's preparedness for disease outbreaks, providing the Australian Government and Industry groups with advice on exotic and emerging disease issues and in the general areas of biosecurity and counter-bioterrorism.

As Australia's national animal health laboratory, ACDP conducts research in animal diseases and biosecurity to help protect Australia's multi-billion-dollar livestock and aquaculture industries, and the general public, from emerging infectious animal and zoonotic disease threats and outbreaks. Its microbiologically and physically secure facilities allow teams to work safely with animal and zoonotic diseases while keeping them securely contained.

ACDP also operates as an international reference laboratory for specific diseases of concern to Australia and our region on behalf of the Australian Government, the World Organisation for Animal Health, and the United Nations' Food and Agriculture Organization, and provides support and training to strengthen biosecurity across neighbouring countries. In this capacity, ACDP maintains laboratory equipment and skills to manage complex identification with rarely utilised tests, forming a key component of Australia's preparedness to deal with an infectious disease outbreak.

Scientific research at ACDP has also investigated some of the most dangerous infectious agents in the world and ACDP have played a pivotal role in response to a number of animal and zoonotic diseases, including Hendra virus, Japanese encephalitis, avian influenza and COVID-19.



ACDP operates across two sites: a high containment facility in Geelong with laboratories at Physical Containment Levels 2, 3 and 4; and a Physical Containment Level 2 animal facility in Werribee, Victoria. The main site in Geelong has over 300 staff and affiliates, while the Werribee site has less than 10. These facilities are supported by highly specialised operations teams who maintain facility biocontainment, biosafety, quality assurance, training, site security and monitoring, engineering, and infrastructure maintenance.

Constructed in 1985 and operating ever since, ACDP is now undergoing a Part-Life Refit to future-proof and refresh the existing facility and infrastructure services. Pending final stage approvals, works are expected to commence this year and continue until 2027.

For further information about the ACDP, visit our website at [Australian Centre for Disease Preparedness - CSIRO](#)

The AAHL (Australian Animal Health Laboratory) operating out of ACDP, is one of nine impact science Business Units in CSIRO.

About the Role: Deputy Director ACDP / Science Director AAHL

Tenure	Specified Term – 3 years, Full-time
Salary Range	Attractive salary package negotiable for the right candidate + up to 15.4% superannuation.
Location	Geelong, Victoria (ACDP) (And with a willingness and ability to travel interstate and internationally as required).
Relocation Assistance	Will be provided to the successful candidate if required.
Applications are open to	Australian / New Zealand Citizens and Australian Permanent Residents only.
Position reports to the	Director ACDP / AAHL
Client Focus – Internal	60%
Client Focus – External	40%
Number of Direct Reports	3

Role Overview

The Deputy Director ACDP / Science Director AAHL will work closely with the Business Unit Director ACDP / AAHL, playing a leading role in the provision of scientific vision, leadership, and direction of the Business Unit to ensure CSIRO is scientifically impactful and competitive.

The Deputy Director / Science Director is a member of the Business Unit Leadership Team, the CSIRO Leadership Team and the CSIRO Science Council (along with the other Deputy / Science Directors across CSIRO) and will deputise for the Business Unit Director as required.

The Deputy Director / Science Director will:

- oversee the delivery of AAHL's Future Science Platforms (FSPs) and Science Leader Programs and engage in relevant Missions and other Business Unit led FSPs as required.
- lead the development, implementation and monitoring of the strategic capability plans for people and scientific infrastructure in line with ACDP, AAHL and CSIRO's strategic objectives.
- work closely with the ACDP Management and AAHL Leadership Teams to outline and deliver upon the Business Unit's strategic requirements.
- collaborate with CSIRO's other Deputy Directors / Science Directors to ensure CSIRO effectively executes its strategy and to ensure the co-management of strategic relationships and alliances, both domestic and international, to ensure optimal competitive positioning, organisational alignment, and delivery in the national interest.
- be responsible for working with AAHL's Research Directors to ensure there is a diverse pipeline of scientific talent to meet existing and emerging CSIRO priorities and will lead the rewards and promotions process for AAHL.
- collect and apply internal and external intelligence to ensure AAHL's project portfolio drives scientific excellence and leads to impact in line with CSIRO's research objectives.
- lead activities focused on monitoring, evaluating, and improving the impact of ACDP and AAHL's portfolio on a national and international scale, including external science reviews.

The successful Deputy Director / Science Director will bring research expertise to drive more focused, impactful work whilst ensuring a portfolio of immediate, medium, and long-term impactful projects aligned with ACDPs capability.



Duties and Key Result Areas

Science & Impact Leadership

- Provide high level strategic leadership to ensure the AAHL Business Unit remains globally scientifically competitive.
- Develop and promote a culture of science excellence by focusing on the translation of new ideas through to national and international impact.
- Drive effective development, utilisation, and delivery of Business Unit science capability in accordance with research and investment priorities.
- Contribute as an active member of CSIRO Science Council, providing recommendations to the CSIRO Research Office on mechanisms to secure future science investment and competitive schemes and around Future Science Platforms selection criteria and review.

Functional Leadership

- Contribute to strategic and operational planning for the Business Unit, and leadership in the implementation, monitoring, and evaluation of these strategic plans.
- Develop and lead major strategic proposals aligned with the Business Unit's future science direction and be accountable for leading their implementation, performance, and outcomes.
- Facilitate organisational development by introducing strategies that position the Business Unit to deal with potential challenges and influences on the operating environment.
- Act effectively in the Business Unit Director role as required.

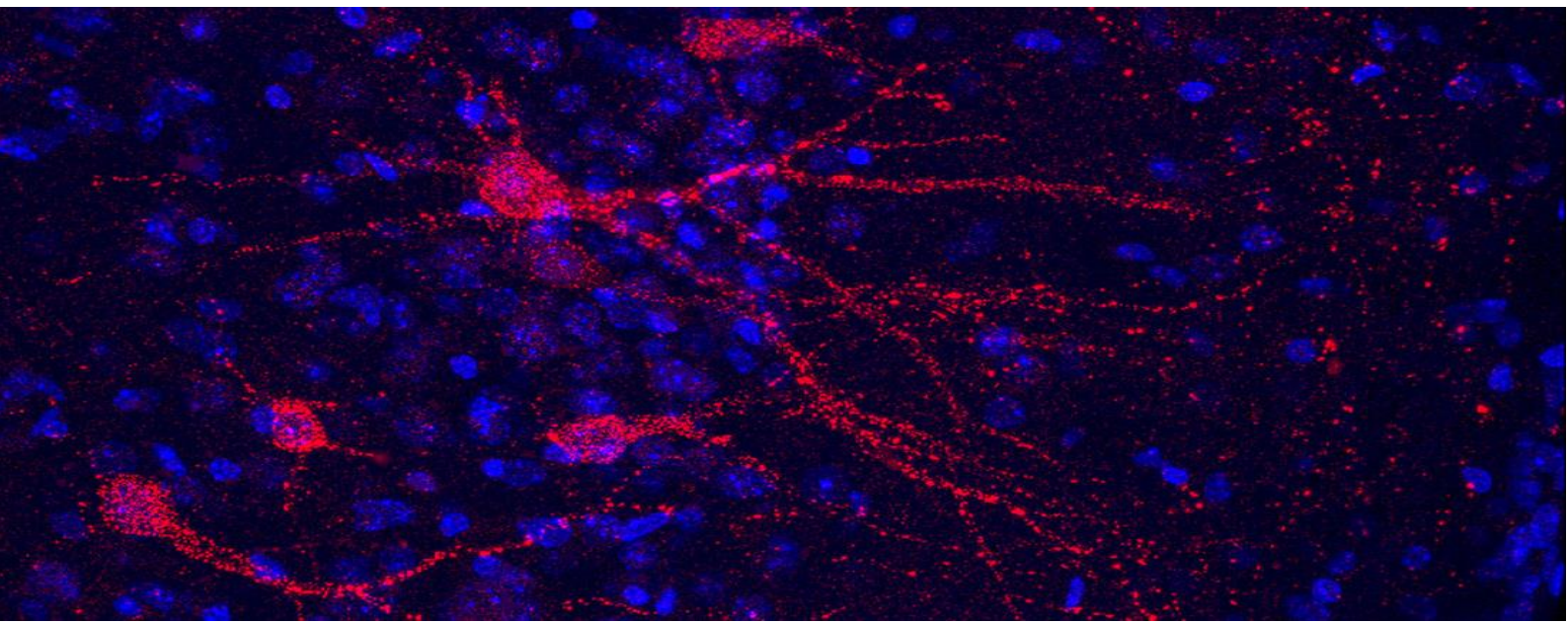
- Effectively lead change through periods of uncertainty.
- Contribute to oversight of financials such as budgets, forecasting etc.

Capability & Resource Leadership

- Strive for “Zero Harm” (physical and psychological) through a commitment to a healthy, safe and environmentally sustainable workplace.
- Shape science capability internally and externally through partnerships and collaborations to meet future science opportunities, program goals and impact pathways.
- Support the AAHL Leadership Team in world class talent management, including attraction, succession planning and in prioritisation and deployment of investments.
- Monitor long-term economic and science trends to forecast capability demand and identify medium and long-term plans for scientific infrastructure.
- Adhere to, promote and encourage the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives, and Zero Harm goals.
- Lead, promote and encourage a Quality Assurance, strong governance and compliance driven culture.

Engagement & Partnerships

- Develop, manage and maintain relevant external relationships and partnerships to advance CSIRO’s interests, improve science delivery, and to achieve ACDP and AAHL’s strategic goals.
- Engage with government (including but not limited to: DAFF, DFAT, Health, Defence), animal and agricultural industry and other relevant industry groups e.g. vaccine manufacturers and pharmaceutical.
- Provide high-level scientific representation and advice associated with CSIRO’s cross Business Unit capability, nationally and internationally.
- Create opportunities for cross-Business Unit collaboration on significant national science initiatives and projects.



To be considered

To be considered for this exciting and impactful leadership role, you:

- will be an engaging, strategic leader with a deep knowledge of diagnostics and associated research in relation to animal health and / or bio security in relation to emergency animal disease.
- have exceptional interpersonal, influencing and communication skills combined with a proven ability to form and maintain relationships with a diverse range of stakeholders both internal and external to CSIRO.
- bring experience in strategic portfolio development and delivery with a visionary approach.
- bring proven and demonstrated people leadership capabilities with the ability to inspire and empower and to facilitate positive and collaborative team relationships with the foresight to anticipate and efficiently resolve complex technical, management and administrative issues.
- Demonstrated experience working within or across multidisciplinary, highly regulated organisations, and an understanding of complex corporate systems and processes.
- Strong business acumen; a results-oriented approach and formidable financial skills.
- A proven track record in leading collaborative change.

This position would suit a highly motivated, outcomes orientated leader with exemplary values who can inspire others and create a collaborative and innovative culture where our people thrive.

Required Competencies

- **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
- **Influence and Communication:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
- **Resource Management/Leadership:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.

- **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
- **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
- **Adaptability:** Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.



Selection Criteria

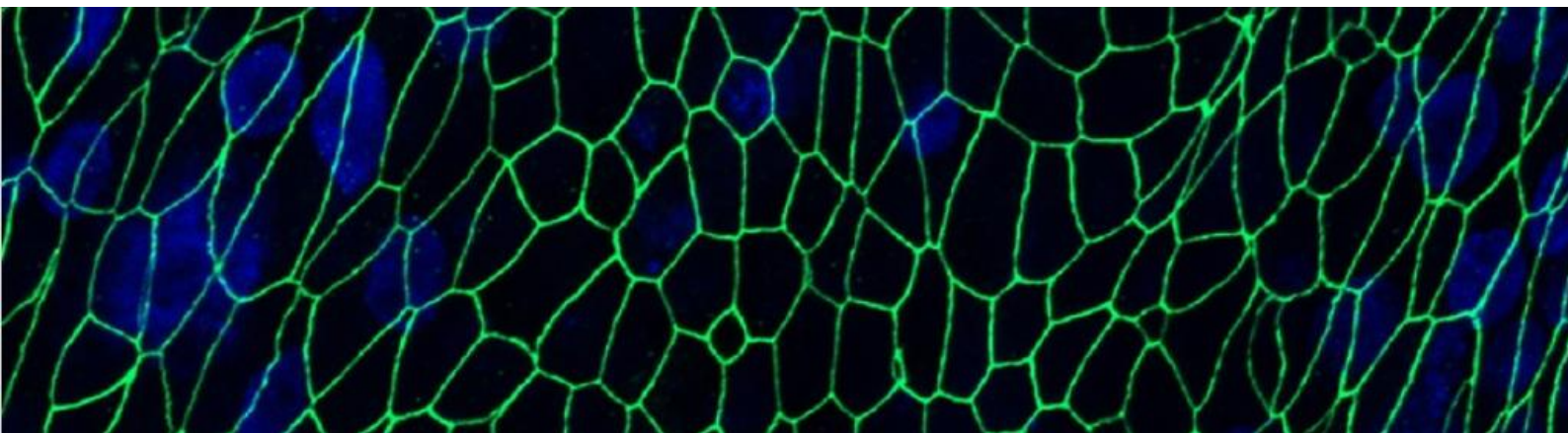
Essential

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

- A degree in conjunction with demonstrated achievement in senior leadership roles within animal or public health, biosecurity sciences, ideally with postgraduate qualifications.
- Demonstrated experience working in a highly regulated sector / industry.
- Evidence of strong executive engagement skills and strategic relationship management that grows new opportunities and supports national or international outcomes.
- Demonstrated ability to attract, retain, empower, and develop world class talent and foster multidisciplinary teams.
- Proven ability to collaborate, promote wellbeing and foster cross organisational capability.
- Behaviours that are exemplary and actively promote and facilitate delivery of complex multi-stakeholder collaborations and initiatives.
- A proven track record leading complex change initiatives.

Desirable

- Evidence of successful leadership of scientific program delivery in the national interest, at a similar size and scale to the ACDP and the AAHL Business Unit.
- Experience working within a PC / BSL 3 or 4 laboratory.



Special and Essential Requirements

The successful candidate will be required to undertake a **National Police Clearance** or equivalent as well as an **Australian Government Negative Vetting One Security Clearance** as well as to undertake a **National Health Security Check** (to be arranged post-commencement). There may also be other potential background checks required.

(Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.)

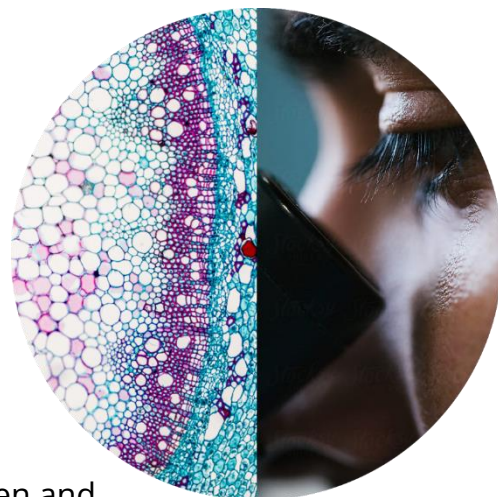
To be eligible for this position you must also be willing and able to comply to the following, **additional Security Assessments and Microbiological Security Requirements for Personnel working at the Australian Centre for Disease Preparedness (ACDP) Site:**

1. 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.
2. 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.
3. 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.
4. 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.
5. Positions working at PC4 will also require a pre-employment psychological assessment.
6. 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.
7. 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.

8. 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.
9. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the ACDP site.

Flexible Working Arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. Work life balance.



Diversity and Inclusion

We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish.

We are committed to the safety and wellbeing of all children and young people.

Eligibility

Applications for this position are open to Australian / New Zealand Citizens and Australian Permanent Residents only.

To Apply

As part of the application process, we ask that candidates provide the following:

- **Curriculum Vitae** - outlining relevant aligning career experience and key achievements.
- **Cover Letter or Executive Summary** - outlining the motivation for applying and a high-level snapshot of relevant aligning capabilities and experience. This document should not be longer than two pages.

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: We put the safety and wellbeing of our people above all else, and we know that diversity is the compass to navigate innovation. (Respect, Caring, Inclusive)

Trusted: We earn trust everywhere, because we deal only in facts, and we operate with unwavering integrity. (Partnering, Cooperative, Humble)

Further Together: We collaborate widely and generously to boldly take on challenges that are bigger than ourselves. (Curious, Adaptive, Entrepreneurial)

Making it Real: We don't just do research – we deliver solutions that create change in our world. (Accountable, Authentic, Courageous)

For any questions not answered in this document, please feel free to contact:

Melanie Pecanek or Nicole Poole
Executive Talent Acquisition Business Partners
melanie.pecanek@csiro.au / nicole.poole@csiro.au

Applications close 11:59pm Australian Eastern Standard Time, Sunday 5th May 2024

We encourage early applications as we reserve the right to close the advertising early if we find our desired candidate.

As Australia's national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.

CSIRO. Unlocking a better future for everyone.

Contact us:

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csiro.au/contact

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