# Position Details

## Research Scientist/Engineer- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Microbiology Lead Scientist |
| Job Reference | 94087 |
| Tenure | Indefinite Full-time |
| Salary Range | AU$121k - AU$142k per annum (pro-rata for part-time)plus up to 15.4% superannuation |
| Location(s) | Clayton, Victoria |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Group Leader Biologics Research and Development |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 4 – 8 (only for an initial term of the first 1.5 years or up to April 2025) |
| Enquire about this job | Contact Judy Scoble via email at judy.scoble@csiro.au or phone +61 3 9662 7181 |
| 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

The role of Research Scientist/Engineer staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research Scientist/Engineer may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientist/Engineer will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

The Biologics Research and Development Group helps clients translate their research from the laboratory bench to health, MedTech and biotech solutions. The Biologics Production – Microbial team produces Biologics (proteins, virus-like particles, nucleotides, bioactive small molecules including psychoactive) for use in vaccine and therapeutic development, drug discovery programs, biosensors and as reagents to further our clients’ research. The team develops manufacturable processes and transfers these processes for the manufacture of clinical material.

As team leader of the Biologics Production – Microbial team (initial 1.5 years of additional appointment until April 2025), you will lead a team of four to eight scientists. You will train and develop staff, creating a culture of safety, collaboration and great science. You will engage with clients to understand their needs, acting as a trusted advisor to ensure the work addresses their business requirements. You will scope projects and provide costed proposals, then lead the project to successful delivery, taking responsibility for client satisfaction.

You will lead construct design and microbial cell engineering, optimisation of biologics production through small-scale screening to scale up in stirred tank bioreactors. You understand what factors impact product quality and have experience working with complex problems.

You will develop upstream processes that translate to GMP manufacture for Phase I clinical trials, using hosts such as E coli, P pastoris and S cerevisiae.

You will be agile and adaptable, responsive to changes in client’s needs and CSIRO or group strategy.

The role of a senior scientist at CSIRO is an ongoing position, however, the Team Leader role is a term role.

### Duties and Key Result Areas

* Lead a vibrant Biologics Production – Microbial team, promoting a culture aligned with the CSIRO values of people first, further together, making it real and trusted. Ensure staff have opportunities for growth and development.
* Ensure the team works to the highest standards of safety, including compliance with all OGTR and Microbiological laboratory regulations
* Lead projects within the team, from making the initial contact with the client, through project scoping and budgeting and drafting of quotes and contracts, to successful delivery. Take responsibility for client satisfaction.
* Communicate research results to clients and the scientific community through oral and written reports and prepare documentation for patent applications (where relevant).
* Provide scientific leadership in areas such as choice of production host, construct design and cell engineering, production from small scale screening to production in stirred tank bioreactors.
* Develop upstream microbiological processes that can be transferred to a GMP facility for manufacture of clinical product
* Develop processes for the production of small molecule bioactives, including psychoactives and other Schedule 9 poisons.
* Take responsibility for financial, people and safety transactions within your delegation
* Advise policy makers and inform and transfer knowledge to non-scientific audiences as required.
* 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, potentially regionally dispersed 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 and diversity initiatives.
* 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 Microbiology, Biochemistry, Process Engineering
2. Demonstrated experience in planning, leading and delivering projects for external stakeholders
3. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems
4. Extensive experience in the production of Biologics from microbial hosts
5. Demonstrated ability to lead people

## **Desirable**

1. Experience in construct design and microbial cell engineering
2. Experience in producing Biologics from P. pastoris or S. Cerevisiae, including construct design and colony screening
3. Experience in scaling up processed from small scale screening through to stirred tank bioreactors
4. Experience in developing processes for GMP manufacture
5. Experience in pathway engineering for production of small molecule bioactives in microbial systems
6. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.

## **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

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

* The successful candidate will undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* 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/
* This role has child safety obligations. Accordingly, the successful candidate will be required to obtain and provide evidence that they hold a valid paid/employee (not volunteer) Working with Children/ Vulnerable People Check prior to confirmation of appointment.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Manufacturing - CSIRO](https://www.csiro.au/en/about/people/business-units/manufacturing) 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