# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Bioconjugation Chemist |
| Job Reference | 94522 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$68,148 – AU$86,733 per annum plus up to 15.4% superannuation |
| Location(s) | Melbourne (Clayton), VIC |
| 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 | Team Leader, Bioconjugates and Biomaterials |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Andrea North via email at [Andrea.North@csiro.au](mailto:Andrea.North@csiro.au) or phone +61 3 9662 7154 |
| 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).

**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 Projects staff in CSIRO is to collaborate in scientific and technical activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technical development work, and in carrying out the more practical aspects of the work.

The Bioconjugation Chemist role will apply knowledge and practical skills in synthetic organic chemistry to isolate, identify, synthesise, and purify organic compounds, and will include modifying biomolecules and applying organic chemistry knowledge to perform bioconjugation reactions with polymers and proteins.

As part of the Bioconjugates and Biomaterials Team, this role will contribute to projects that may involve; a) manufacturing bioactive small-molecules, b) simple protein chemistry and protein purification, and c) polymer chemistry.

### Duties and Key Result Areas

* Under limited supervision, perform straightforward experiments and routine laboratory analyses, which may include applying organic chemistry to protein and polymer chemistry, and may include simple biochemistry assays.
* Monitor chemical reactions using chromatographic techniques, such as TLC, HPLC, SEC, LCMS, IEX and SDS-PAGE.
* Prepare and purify compounds using chromatographic techniques such as column chromatography, SEC and HPLC.
* Use NMR and mass spectroscopy to elucidate the structure of organic compounds.
* Communicate research results through electronic laboratory notebooks, written reports and oral presentations.
* Independently test possible solutions to resolve identified problems.
* Undertake general laboratory maintenance, which may include having responsibility for maintaining/stocking laboratory consumables, waste management, inventory management and instrument scheduling.
* Work with discretion to decide on the timing of operations within the work team’s plan and plan ahead to meet experimental and/or project demands.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* 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 and often 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. Bachelor of Science (BSc) Degree, preferably with an Honour’s or Master’s in organic chemistry or equivalent.
2. Demonstrated ability in the techniques of synthetic organic chemistry, and strong analytical skills and experience with analytical instrumentation (e.g., NMR, MS). Additional experience in chromatographic separation techniques, such as HPLC, column chromatography and SEC, and experience handling proteins, would be beneficial.
3. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under general direction from Scientific Researchers.
4. Proven ability to investigate routine problems by identifying and considering the implications of a range of available alternative solutions**, with a proficiency in data analysis and interpretation.**

## **Desirable**

1. Knowledge or experience with protein chemistry and knowledge around appropriate purification techniques for proteins, knowledge or experience with simple biochemical assays.
2. Knowledge or experience with polymer chemistry and appropriate purification and analytical techniques for polymers.
3. Previous experience in an industrial organic synthesis or biotechnology laboratory.
4. The ability and willingness to contribute novel ideas and approaches in support of scientific investigations.

## **Required Competencies**

* **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO Manufacturing](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