# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Experimental Scientist (Virology – Avian Infectious Diseases Research) |
| Job Reference | 95587 |
| Tenure | Specified Term until 30 June 2026  Full-time |
| Salary Range | AU$89k - AU$101k per annum plus up to 15.4% superannuation |
| Location(s) | Geelong VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian / New Zealand Citizens * Australian Permanent Residents * Australian Temporary Resident residing in Australia with full work rights till 30, June 2026 without any Visa sponsorship requirement from CSIRO |
| Position reports to the | Team Leader – Avian Infectious Diseases Research |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Jasmina Luczo via email at [jasmina.luczo@csiro.au](mailto:jasmina.luczo@csiro.au) or phone +61 3 5227 5582 |
| 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

Research Projects staff in CSIRO collaborate on scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

This Experimental Scientist position will be based in the Avian Infectious Diseases Research team at CSIRO’s Australian Centre for Disease Preparedness (ACDP, formerly known as AAHL – Australian Animal Health Laboratory) and will bring expertise in support of avian diagnostic and research projects, for the purpose of mitigating the effects of viral agents on animal and human health, the economy and the environment. The successful candidate will provide expertise in virology, molecular biology and other relevant disciplines to various research projects based at ACDP.

The role will require working with dangerous human and veterinary pathogens at high levels of biocontainment (PC3). The successful candidate will need to meet ACDP microbiological security and security assessment requirements.

### Duties and Key Result Areas

* Carry out innovative, impactful research of strategic importance to CSIRO that will, where possible, lead to novel and important scientific outcomes.
* Undertake a wide variety of tasks or tasks with a high degree of specialisation.
* Show initiative to seek new approaches to meet experimental or technological needs when encountering new problems where methods are not defined.
* Participate in the identification and definition of research and/or technological problems with colleagues.
* Address problems promptly and in a constructive manner.
* Provide scientific and technical expertise and advice for projects.
* Participate in planning projects and accept responsibility for scheduling and completion of major parts of the project, including evaluation of options, experimental design, data collection and analysis, implementation and delivery.
* Make significant contributions to the interpretation and communication of research or technological results and may collaborate on drafting presentations to, and/or detailed written reports for the scientific community.
* Produce high quality scientific papers suitable for publication in quality journals and at conferences.
* 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 team at ACDP 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. Tertiary qualifications in virology, molecular biology or other relevant field, or equivalent relevant work experience
2. Demonstrated ability to work both independently and cooperatively as a member of a larger project team, and to form and maintain effective and respectful relationships with a range of colleagues and collaborators.
3. Demonstrated ability and willingness to contribute novel ideas and approaches in support of scientific investigations.
4. Demonstrated experience in contributing to experimental research, including planning and implementing research projects.
5. Technical competence in virology, molecular and/or serological assays.
6. High level interpersonal, written and verbal communication skills including the ability to document results and communicate effectively with colleagues and the scientific community in order to meet project goals and timelines.
7. Demonstrated experience in data analysis and writing/presenting scientific reports.

## **Desirable**

1. Demonstrated postgraduate experience in virology or a related discipline.
2. Previous experience in working with live RG3 agents in a high-containment laboratory.
3. Experience in egg or cell culture techniques for virus isolation/subculture, and serological testing.
4. Experience in molecular techniques (e.g. PCR, sequencing, cloning) for characterisation and investigation of viral 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 teams 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:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **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:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **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

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.
* The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting Level 1.
* ACDP - Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site.

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

The nature of our work requires that each person working on site must comply with the conditions described below:

* The appointee is required to pass a security clearance at a level appropriate to duties of the position.  Confirmation of the appointment is subject to obtaining that clearance.
* 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 and mules, 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 personnel working with cane toad material must avoid contact with amphibians.
* 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.
* Working in the barrier maintained Small Animal Facility requires avoidance of additional animals such as mice, rats, guinea pigs, rabbits and poultry 3 days prior to arrival.
* It is usual practice in laboratories where work with infectious disease agents is carried out, to collect a blood sample from personnel and store serum for future reference. This is a safety precaution, so that if any person becomes ill in the future, serum samples are available for testing.
* Certain positions will require medical assessment and vaccinations against various agents.
* Should an emergency response situation arise, AAHL may be required to implement the Emergency Animal Disease Response Plan and personnel may need to contribute to response requirements, including after hours work.
* Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must always be complied with.

## **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 - CSIRO](https://www.csiro.au/en/about/people/business-units/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