



Australia's National  
Science Agency

# Diagnostic, Surveillance and Response (DSR) Research 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](http://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 <u>AgriFood</u> 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

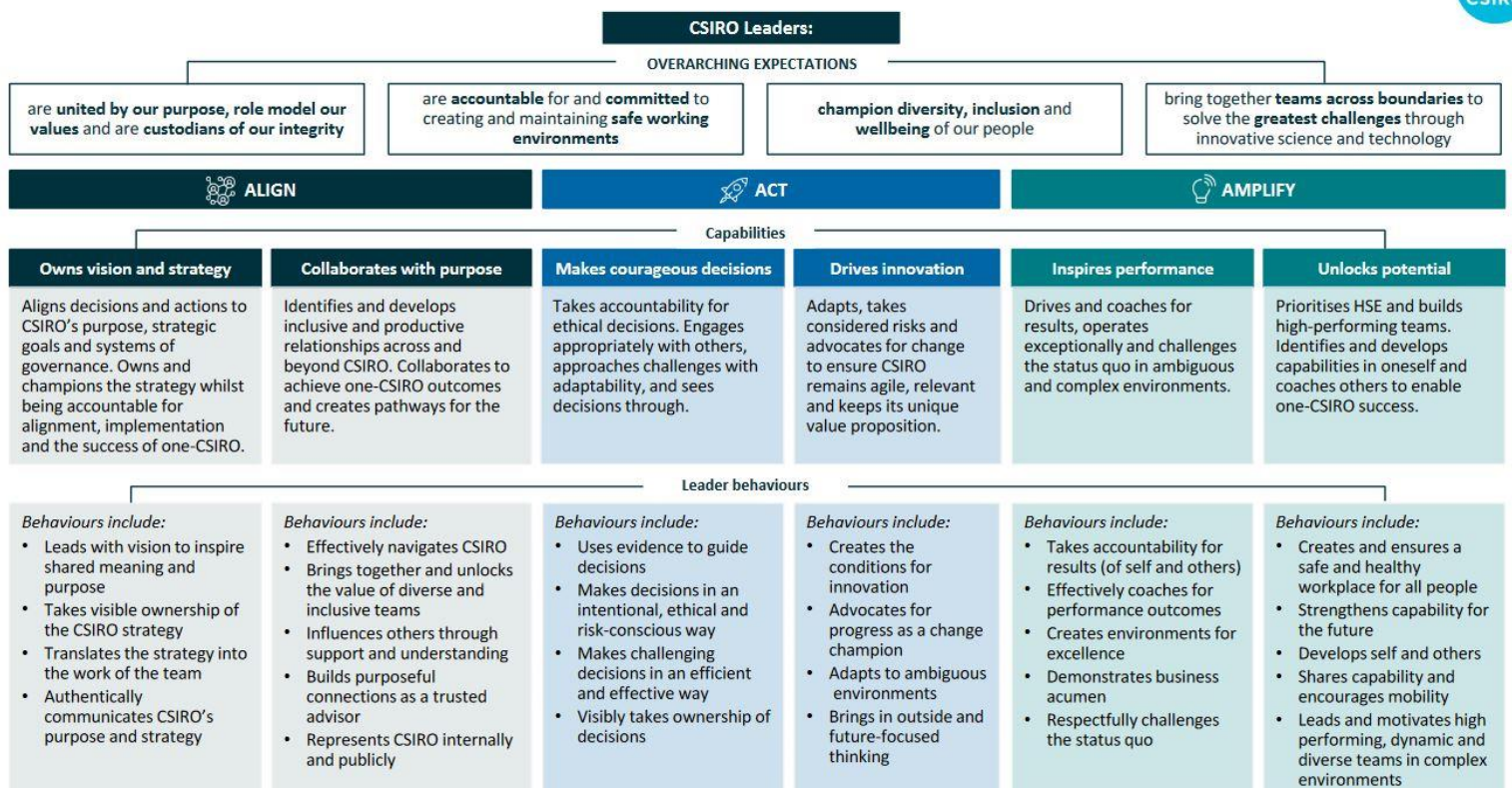
Further together

*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: Diagnostic, Surveillance and Response (DSR) Research Director AAHL

<b>Tenure</b>	Specified Term – 3 years, Full-time
<b>Salary Range</b>	Attractive salary package negotiable for the right candidate + up to 15.4% superannuation.
<b>Location</b>	Geelong, Victoria (ACDP)  (And with a willingness and ability to travel interstate and internationally as required)
<b>Relocation Assistance</b>	Will be provided to the successful candidate if required
<b>Applications are open to</b>	Australian / New Zealand Citizens and Australian Permanent Residents only
<b>Position reports to the</b>	Director ACDP / AAHL
<b>Client Focus – Internal</b>	50%
<b>Client Focus – External</b>	50%
<b>Number of Direct Reports</b>	7 (140 in the research program)

## Role Overview

The Australian Animal Health Laboratory Business Unit (AAHL), operating from ACDP is seeking to appoint a Research Director to lead the Diagnostic Surveillance and Response (DSR) Program of AAHL. The program consists of approximately 140 staff with the core function to deliver to Department of Agriculture Fisheries and Forestry (DAFF). The program also has a portfolio of projects focused on animal health and biosecurity, and fee-for-service testing to enable import/export of animals and biological products. CSIRO is looking for a motivated and rounded leader with a strong veterinary expertise and customer focus to provide leadership to the DSR Program. In combination with the AAHL leadership team, they will provide high level input into the development and execution of a compelling strategy to maximise impact for the sector.

The DSR Research Director also supports the AAHL Directorate to maintain AAHL's international designations as WOAHA, FAO and WHO reference laboratories and collaborating centres and will provide animal health and biosecurity advice to DAFF, Animal Health Australia (AHA), and other national, State and Territory authorities.

The successful candidate will also be accountable for driving operations within the DSR Program with a strong focus on HSE (Health, Safety and Environment) culture and performance, work-force planning including staff development and succession, project delivery and financial performance.

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.



## Duties and Key Result Areas

### Impact Science Leadership

- Contribute to oversight and management, alongside the AAHL Directorate, finance and Business development managers, of the CSIRO agreement with DAFF for the maintenance of required capability and delivery of agreed outputs of the ACDP National Facility.
- Complete milestone reports for DAFF funding agreement; ensure testing completed as per national expectations and meeting Quality Assurance requirements.
- Undertake representation on national committees, as relevant.
- Respond to ad hoc requests for technical advice from various agencies nationally and internationally, ensuring appropriate delegation and prompt turnaround times.
- Ensure the capability is available to deliver DSR's international engagements and commitments and work with the International Program Manager to develop new projects (particularly DFAT Centre for Health Security).

- Undertake long term science impact planning for the Program to address national challenges and to build CSIRO's capacity to innovate for science discovery.
- Develop a Research environment characterised by science excellence, creativity, innovation and flexibility; Identify new opportunities for research funding, alongside Group, Team and Project Leaders.
- Integrate science with project and impact delivery.
- Catalyse science thinking – form/support science networks, sponsor exploratory and capability development projects;
- Manage and or monitor the Program of projects including prioritisation and allocation;
- Deliver on project solutions to and impact with external customers/stakeholders;
- Build a pipeline of contracts (3-5 year focus) including identification of CSIRO-wide opportunities;
- Manage the Program's portfolio of Intellectual Property;
- Lead and coordinate the pursuit of external revenue to support the National Facility/Collections goals;
- Engage key stakeholders and clients to build support for investment in problem/opportunity;
- Construct the set of projects needed to deliver on the CSIRO goals;
- Maintain CSIRO's Project Management Standard in the Program;
- Lead project review processes;
- Support the AAHL Directorate in the CSIRO Science Reviews.

### **Capability Leadership**

- Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace;
- Attract, develop and retain world class talent which will meet current future needs of the Program;
- Model appropriate and professional behaviour in the workplace and manage people matters proactively;
- Forecast and develop capability which is aligned to CSIRO goals;
- Plan for demand for the Program's capability and identify new opportunities for the Program to contribute;
- Build effective teams, manage career development for staff and succession planning for the Program;
- Contribute to the development of the science and capability strategy for CSIRO;
- Long-term science capability planning and deployment to support the delivery of Program research with impact, including forecasting demand, monitoring science trends, and building a high-performance culture;
- Direct workforce deployment – skills utilisation, development, and changes as Program portfolio of projects evolve;
- Effectively lead change initiatives across the Research Program and CSIRO.

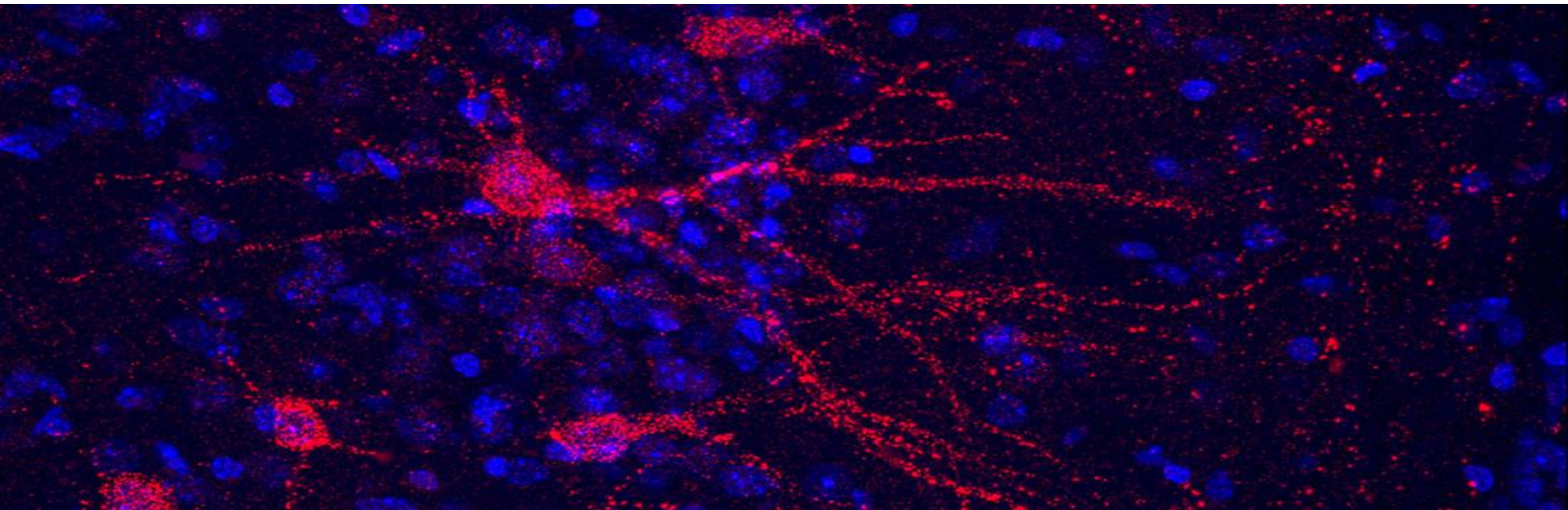


## Engagement and Partnerships

- Build strategic relationships within the organisation;
- Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields;
- Communicate CSIRO goals to internal and external stakeholders;
- Coordinate high level contact with customers/stakeholders/partners and identify opportunities for future collaboration – including with other Programs, Business Units and beyond CSIRO (national and global innovation systems);
- Deliver trusted advice to key clients nationally and internationally;
- Build strategic alliances within the organisation to collaboratively execute CSIRO Strategy and AAHL Strategy across lines of business including pan-BU initiatives.

## Resource Leadership

- Lead and manage the Program's financial resources, people, infrastructure and other assets to ensure their effective and efficient use;
- Maintain a science ready facility to serve the research community;
- Ensure effective management of physical infrastructure and resources in an environmentally sustainable way;
- Ensure best practice governance and management of commercial activities and intellectual property in the Program.
- Manage financial performance of projects within the Program;
- Manage delivery against milestones and quality standards to ensure overall goals, schedules, budgets and benefits are met;
- Ensure legislative and regulatory compliance risks required for the facility/collections are evaluated and effectively implemented;
- Contribute to the development of science plans for future infrastructure.



## 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.



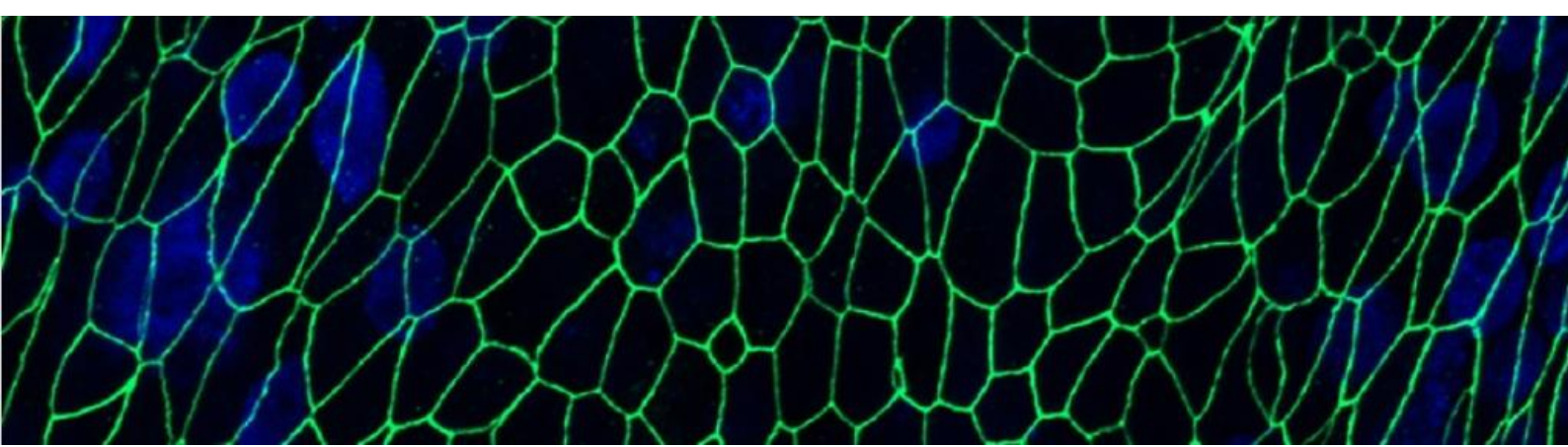
# Selection Criteria

## Essential

1. A degree (or equivalent experience), in conjunction with demonstrated achievement in senior leadership and directorial roles in animal or public health, biological sciences or related area, ideally with postgraduate qualifications.
2. Established reputation and credibility in the relevant science domain with evidence of effective world-class science leadership including experience in the management of a group/program within a complex laboratory facility, including the inter-related issues of biorisk management, compliance with regulatory requirements and meeting national expectations for disease preparedness and response.
3. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster creativity in multidisciplinary teams of approximately 100 staff to provide solutions applicable to livestock industries, human health and the community.
4. Evidence of strong engagement skills, influencing and strategic relationship management that grows new science opportunities and supports commercial outcomes whilst having sensitivity to the diverse political and national pressures operating in the field of exotic disease control, trade and/or One Health.
5. Demonstrated ability to manage financial performance and secure a pipeline of opportunities that delivers a sustainably financial future.
6. Proven behavioural leadership, including an ability to promote productive internal and external collaboration to achieve outcomes.

## Desirable

1. A veterinary degree registrable with the Veterinary Board of the State of Victoria in Australia.
2. A PhD in a relevant scientific discipline (eg. Biological, microbiological, animal or veterinary science), or other relevant higher degree.



# 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:**

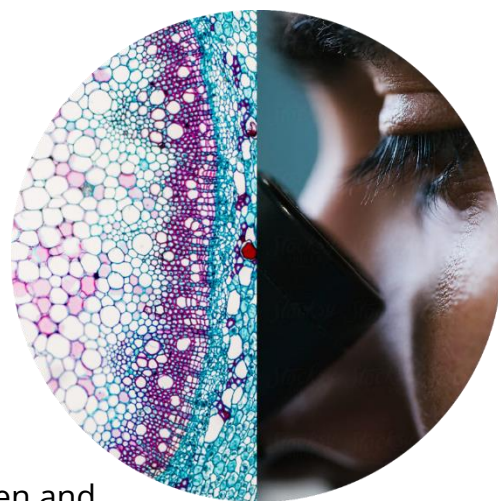
1. It is essential that all work on exotic or emerging diseases carried out at ACDP is conducted in a safe manner to prevent the escape of the disease agents used, and to this end, all activities and personnel will be subject to appropriate microbiological security measures. Consequently, while working 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:**

Nicole Poole, Talent Acquisition Business Partner  
+61 2 9490 5618 / nicole.poole@csiro.au

**Applications close 11:59pm Australian Eastern Standard Time, Sunday 7<sup>th</sup> July 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](http://csiro.au/contact)

[csiro.au](http://csiro.au)

