# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Pharmaceutical Engineer |
| Job Reference | 95872 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$105k - AU$114k per annum plus up to 15.4% superannuation |
| Location(s) | Clayton, Melbourne VIC |
| 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 | Regulated Biomanufacturing Team Leader |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Mark Sampson via email at mark.sampson@csiro.au or phone +61 3 9545 2472 |
| 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 Engineer staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Research 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 role of the Pharmaceutical Engineer will be to maintain the engineering side of CSIRO’s Biomedical Manufacturing projects, part of the National Vaccine and Therapeutics Laboratories including the current accredited manufacturing facility and QC Laboratories. The role will interact with other engineers and project leaders across the organisation to provide technical engineering advice and support during project development and implementation stages.

There are several existing and new projects at the Clayton site including the CSIRO biologics manufacturing facility. The facility will produce investigational materials for Phase-I and Phase-II trials to assist in the progression of biologics such as vaccine and biotherapeutic drug candidates into safe and effective pharmaceuticals that can be manufactured at scale using industry-relevant techniques.

### Duties and Key Result Areas

* Plan, coordinate and support technical and engineering activities within the Biomedical Manufacturing program.
* Maintain a safe and clean working environment ensuring adherence to procedures, rules and regulations. This includes providing a safe working environment for CSIRO staff and external technicians working in the facility.
* Provide leadership to engineering activities within the Regulated Biomanufacturing group.
* Support engineering projects and oversee efficient project execution including providing guidance to other engineers or project leaders.
* Establish project specifications by studying facility design, customer requirements, performance standards and completing technical studies.
* Provide timely engineering solutions to problems associated with project assignments.
* Assist with technical evaluations/project task on capital projects from concept stages, through procurement, installation, start-up and commissioning/qualification.
* Show initiative to seek new approaches to meet facility needs and improve the services provided.
* Establish a network of specialist vendors to provide engineering and technical support. Play a role in negotiations with these vendors to provide support under a quality framework.
* Provide day-to-day supervision and coaching to support technical staff.
* Directly support regulatory audits by presenting Engineering related information to auditors. Maintain facility documentation in a state of inspection readiness.
* 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, regionally dispersed research team, and business unit to carry out tasks in support of CSIRO scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Relevant bachelor’s degree or equivalent relevant work experience in Engineering.
2. Experience of providing technical support to the design, development, and implementation of new engineering projects.
3. Experience with operation, management and maintenance of pharmaceutical manufacturing plant equipment including:
   1. Highly purified pharmaceutical water systems;
   2. HVAC systems;
   3. Pharmaceutical gases systems such as compressed air and nitrogen;
   4. Clean steam and plant steam systems.
   5. Building and Equipment alarm systems.
4. The proven ability to work effectively as part of a team and carry out tasks autonomously in support of scientific research.
5. Proven written and oral communication skills and the ability to cultivate productive working relationships with internal and external stakeholders.
6. A history of professional and respectful behaviours and attitudes in a collaborative environment.

## **Desirable**

1. Demonstrated experience in a regulated environment with experience of GMP standards, including GMP recording systems.
2. Experience with implementation and management of equipment calibration and preventive maintenance procedures and systems.
3. Experience in regulatory audits and presenting engineering related information to auditors.
4. Good understanding of maintaining GMP records and documents.

## **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 responses by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **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 change.

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 be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* The successful candidate will be able to provide on rotation a 24/7 response for the CSIRO biologics facility and be available within 2 hours’ notice for emergency maintenance and repairs.

## **About CSIRO**

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