# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Diagnostic Virologist – Avian Diagnostic Virology Team |
| Job Reference | 101436 |
| Tenure | Specified term until 30/06/2027; Full-time |
| Salary Range | AU$96k - AU$109k per annum, plus up to 15.4% superannuation |
| Location(s) | Geelong, Australian Centre for Disease Preparedness |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian citizens only |
| Position reports to the | Team Leader – Avian Diagnostic Virology Team |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dr Jeff Butler via email [Jeff.Butler@csiro.au](mailto:Jeff.Butler@csiro.au) or phone: 03 5227 5467 |
| Support and Workplace Adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via email to the Talent Acquisition Consultant at shree.chattopadhyay@csiro.au or the *Hiring Manager mentioned above,* if we can help you to equitably participate in our recruitment process or the role itself. |
| 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).

**About CSIRO**

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world’s largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](https://www.csiro.au/research/indigenous-science), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](file:///C:/Users/lui008/OneDrive%20-%20CSIRO/Desktop/LIFE/LEADERSHIP/Inclusive%20Recruitment/PD%20and%20Job%20Ads/CSIRO.au) for more information.

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### Role Overview

We seek to appoint an experienced Diagnostic Virologist within the Avian Diagnostic Virology Team, which is a part of the Diagnosis Surveillance and Response (DSR) Program at the Australian Centre for Disease Preparedness (ACDP). The DSR program provides diagnostics and research capability required to investigate and respond to new and emerging diseases affecting livestock and other animals. The Avian Diagnostic Virology Team uses classical virology techniques to detect, isolate, quantitate and/or serologically type viruses from diagnostic specimens as well as samples generated from research activities. Diagnostic services include testing for disease investigations, disease surveillance, and health certification for exotic and infectious diseases of veterinary significance, as well as innocuity testing work (the testing of imported vaccines, cell lines etc., for microbial contaminants). This position will also be required to deliver laboratory-level management of project activities, in particular scheduling, undertaking testing, data collation and reporting results. The position will also involve co-ordinating reagent production work (antigen and antiserum production) to support diagnostic testing, general sample processing and associated laboratory housekeeping activities. The successful candidate will work in high biocontainment (BSL3) laboratories and contribute to the delivery of outputs across a range of quality-assured laboratory diagnostic services. As part of this position, the appointee (after a period of training) will be expected to join an on-call after-hours, overnight, and weekend roster to work on site for urgent disease testing.

A requirement of this role is the ability to meet ACDP microbiological security and security assessment requirements.

### Duties and Key Result Areas

* Work in a microbiologically secure laboratory as part of a multi-disciplinary program with responsibilities and outputs supporting the delivery of quality assured diagnostic testing services (NATA/ISO 17025) for avian viral pathogens, as well as the exclusion of emergency animal diseases, routine surveillance and biological sample testing.
* Manage the delivery of research activities by the Avian Diagnostic Virology Team, in particular schedule, undertake testing, collate data, and report on research project activities.
* Co-ordinate reagent production work (antigen and antiserum production) in line with team or program objectives to maintain an up-to-date reagent stockpile.
* Provide general laboratory support for housekeeping and maintenance activities.
* Contribute to quality assurance requirements, including reporting tests, maintaining up-to-date and accurate test records, and proficiency testing.
* Undertake and complete tasks, working with discretion to decide on the timing of operations within the work team’s plan, and planning ahead to meet diagnostic testing demands.
* Assist the Team Leader, Veterinary Investigation Team and line management by providing oral and written advice upon request.
* As required, work independently or collaboratively with colleagues on assigned activities, including design of diagnostic or experimental workplans, implementation and timely completion of work.
* Independently and proactively test possible solutions to resolve identified problems.
* Work collaboratively and contribute to the effective functioning of the Avian Diagnostic Virology team and other teams in the DSR program, to meet Annual Performance Goals and other objectives.
* Maintain confidentiality when accessing commercially sensitive information of CSIRO and/or research, or commercial partners.
* 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.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment

plans and policies, Diversity initiatives and Zero Harm goals.

* Abide by and promote ACDP’s microbiological security regulations.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Bachelor of Science degree or equivalent relevant experience in Biological Sciences or a related discipline.
2. Experience conducting and coordinating laboratory‐based experiments or tests, with a demonstrated ability to plan and schedule laboratory work.
3. Experience working both independently and co-operatively as a member of a larger project team, with a demonstrated ability to form and maintain effective and respectful relationships with a range of colleagues and collaborators.
4. Demonstrated strong written and verbal communication skills, including the ability to document results and communicate effectively with colleagues and other stakeholders.
5. Previous laboratory experience, in particular working with infectious agents.

## **Desirable**

1. Postgraduate or honours degree in virology or a related discipline.
2. Experience working in a diagnostic laboratory conducting and coordinating testing, including experience using a LIMS (Laboratory Information Management System) within a quality management system (e.g. ISO17025).
3. Experience in producing virological or serological test reagents under a quality system and, where required, adhering to relevant animal ethics requirements.
4. Prior experience working at physical containment level 3 laboratories or higher.

**Not sure if you meet all the criteria?**

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don’t let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

## **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.

## **Setting You Up For Success**

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email to the Talent Acquisition Partner, if we can help you to equitably participate in our recruitment process or the role itself.

**Life at CSIRO and Flexible Working Arrangements**

We [work flexibly at CSIRO](https://www.csiro.au/en/careers/life-at-csiro/Flexible-work), offering a range of options for how, when and where you work.  We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](https://www.csiro.au/en/careers/life-at-csiro/Benefits) and [career development](https://www.csiro.au/en/careers/life-at-csiro/Career-development) opportunities. To learn more, visit [Careers at CSIRO](https://www.csiro.au/en/careers).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](https://www.csiro.au/en/careers/life-at-csiro/Diversity-inclusion-belonging) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit, and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

**CSIRO Values**

CSIRO is a values-based organisation committed to values-based leadership.

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| **Value** | **Descriptor** | **Behaviour** |
| **People First** | Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences. | * Respectful * Caring * Inclusive |
| **Further Together** | We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems. | * Accountable * Authentic * Courageous |
| **Making it Real** | We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change. | * Partnering * Cooperative * Humble |
| **Trusted** | We’re driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia’s trust in CSIRO. | * Curious * Adaptive * Entrepreneurial |

**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).

**Special Requirements**

**Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site**

**To be eligible for this position you must be willing and able to comply with the following:**

1. Certain positions including those working in the ACDP microbiological secure area will require security clearance at a level appropriate to duties of the position. Confirmation of the appointment is subject to obtaining that clearance.
2. 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.
3. 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.
4. 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.
5. 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.
6. Positions working at PC4 will also require a pre-employment psychological assessment.
7. 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.
8. 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.
9. 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.
10. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the ACDP site.

**The successful candidate will be required to:**

1. Obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
2. Undertake a National Health Security Check (to be arranged post-commencement).
3. Obtain and maintain a security clearance at the Negative Vetting Level 1 (to be arranged post-commencement).