# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Avian Virologist |
| Job Reference | 98937 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$114,219 – AU$123,605 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Geelong, VIC – Australian Centre for Disease Preparedness (ACDP) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader, Avian Infectious Disease Research |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Anthony Keyburn via email at [anthony.keyburn@csiro.au](mailto:anthony.keyburn@csiro.au) or phone [+61 3 5227 5769](tel:+61352275769); OR Jasmina Luczo via email at [jasmina.luczo@csiro.au](mailto:jasmina.luczo@csiro.au) |
| 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 Scientist staff is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. They may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Research Scientists 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 Australian Centre for Disease Preparedness (ACDP), formerly known as the Australian Animal Health Laboratory, is a high-containment facility located in Geelong, Victoria, Australia. Operated by CSIRO, ACDP is dedicated to protecting Australia's livestock industries and the general public from emerging infectious disease threats. The facility conducts scientific research on some of the world's most dangerous infectious agents, ensuring biosecurity and contributing to global health through its work on zoonotic diseases (diseases that can pass from animals to humans).

The Avian Virologist will be part of the Avian Infectious Disease Research Team, and play a strategically pivotal role in advancing research on avian infectious diseases, with a particular focus on Infectious Bursal Disease Virus (IBDV). They will oversee externally funded projects, work closely with essential stakeholders such as internal and external research and diagnostic teams, and the Australian poultry industry, while also advancing innovative solutions for managing avian infectious diseases.

### Duties and Key Result Areas

* Lead and manage externally-funded research projects focused on avian infectious diseases, with a primary emphasis on IBDV.
* Work closely with internal research and diagnostic teams, Australian poultry industry representatives, and other research collaborators to design, implement, and analyse research projects.
* Coordinate project timelines, resources, and deliverables to ensure successful project outcomes.
* Provide scientific expertise in avian virology, including diagnostic methods, pathogen characterization, and vaccine development.
* Under the supervision of more senior researchers, assist in the planning and preparation of research proposals and carry out research investigations, requiring originality, creativity and innovation.
* Draw on professional expertise, knowledge of other disciplines and research experience to recognise opportunities for innovation and generate new theoretical perspectives by pursuing new ideas/approaches and networking with scientific colleagues across a range of disciplines.
* Participate in identification of further opportunities which arise from research and initiate new lines of research.
* Prepare and submit research findings for publication in high-impact scientific journals.
* Prepare grant applications and assist with securing future research funding.
* Maintain up-to-date knowledge of developments in avian virology and infectious disease research.
* Contribute to the development of strategies to mitigate the impact of avian infectious diseases on the poultry industry.
* Liaise with clients to determine their needs and take personal responsibility for client satisfaction.
* Address problems promptly and in a constructive manner.
* Undertake experimental and/or observational research activities and supervise/train others to ensure experiments are established in accordance with research design.
* Provide mentorship and guidance to junior researchers and laboratory staff.
* 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 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. A PhD (or an equivalent combination of qualifications and research experience) in Virology, Microbiology, or a relevant field with a focus on avian diseases.
2. Proven experience in avian virology research, ideally with a strong focus on Infectious Bursal Disease Virus (IBDV) and/or related pathogens (RNA viruses).
3. Demonstrable experience in laboratory techniques related to virology, pathogen characterization, and diagnostic methods.
4. Demonstrated project management skills with the ability to manage complex, externally-funded research projects.
5. Strong collaborative skills, with experience working with multidisciplinary teams, including industry partners and government agencies.
6. Excellent written and verbal communication skills.
7. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications.
8. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems, and strong commitment to high standards of scientific rigor and ethics.

## **Desirable**

1. Previous experience working with the poultry industry or similar sectors (highly desirable).
2. Demonstrated experience in molecular biology.
3. Demonstrated experience in animal trials in chickens.

## **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 required to:**

* 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.
* Undertake a National Health Security Check (to be arranged post-commencement).
* Obtain and maintain a security clearance at the Negative Vetting Level 1 (to be arranged post-commencement).
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test) – <https://ielts.com.au/>
* 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 Australian Centre for Disease Preparedness (ACDP) Site:***

* *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.*
* *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.*
* *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 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.*
* *Certain positions will require medical assessment and vaccinations against various agents such as influenza, rabies, hepatitis B, Japanese encephalitis or other agents as specified if required for the role performed.*
* *Positions working at PC4 will also require a pre-employment psychological assessment.*
* *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.*
* *Should an emergency response situation arise, ACDP 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 be complied with at all times.*
* *Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the ACDP site.*

## **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](https://www.csiro.au/en/about/facilities-collections/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