# Position Details

## Research Projects- CSOF3

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| The following information is for applicants |
| Advertised Job Title | Research Technician – Vertebrate Pest Management (2 roles) |
| Job Reference | 100650 |
| Tenure | Specified Term of 3 years Full-time |
| Salary Range | AU$73,567 - AU$93,960 per annum (pro-rata for part-time)plus up to 15.4% superannuation |
| Location(s) | Canberra, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian and New Zealand Citizens, Australian Permanent Residents (already onshore) and Australian temporary residents with a valid working visa for the duration of the specified term |
| Position reports to the | Team Leader, Genetic Biocontrol Team |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Kevin Oh via email at kevin.oh@csiro.au or phone +61 2 6218 3454. |
| 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 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 Projects staff in CSIRO is to collaborate in 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.

Invasive and feral mammalian pests are notoriously harmful in Australia, where they cause substantial economic and health impacts, and devastate our unique endemic biodiversity. The severity of such impacts is only anticipated to increase due to changes in agricultural practices, along with the combined effects of land use change, increased global trade, and climate change. Existing management tools and practices are increasingly unable to keep pace with these challenges.

The Research Technician – Vertebrate Pest Management will contribute to multiple ongoing research projects in applied ecology and mammalian genetics aimed at generating new technologies and strategies for better managing invasive mammal species, with a focus on rodents and rabbits. Working across both the Genetic Biocontrol and Rodent Management Teams, the role will provide support for research staff, primarily through undertaking field work with wild animal populations, along with carrying out studies with captive animals in biosecure research facilities.

### Duties and Key Result Areas

* Perform routine care and husbandry of animals in biosecure research facilities in strict accordance with *The Australian Code For The Care And Use Of Animals For Scientific Purposes*, on a regular basis (including some weekends and holidays).
* Work as part of team to undertake field work and captive animal studies to collect data on rodents and rabbits.
* Under limited supervision, design and perform straightforward experiments and routine laboratory analyses, design new processes or apparatus by adapting existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
* Design of data recording systems and maintenance of research datasets.
* Conduct literature reviews, investigations and inspections in the field or laboratory including associated analysis possibly involving statistical or graphics software.
* Perform some non-routine analyses or technology development activities using a range of techniques, often working on a number of parallel and competing tasks.
* Work with discretion to decide on the timing of operations within the work team’s plan and plan ahead to meet experimental and/or project demands.
* Independently test possible solutions to resolve identified problems.
* Maintaining laboratory or fieldwork consumables and scheduling and instructing staff in the use of shared equipment.
* Maintaining accurate records of purchases and financial transactions in accordance with CSIRO policies.
* Oversee the activities of less experienced staff and provide guidance on experimental/ technological techniques and protocols as required.
* Staying up to date on all required training/inductions.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* 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 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. Honours degree in Animal Science along with at least 6 months of relevant work experience since the date of degree conferral.
2. Previous experience with and/or willingness to perform research that involves capture, handling and humane killing of vertebrate research animals.
3. Demonstrated ability to accurately collect and record data from field and laboratory studies with minimal supervision.
4. Ability and willingness to undertake extended and sometimes physically arduous field work trips (up to approx. 2 weeks), often to remote regions.
5. Demonstrated evidence of good oral and written communication skills.
6. Must not own or come into frequent close contact with pet or wild rabbits.
7. A valid driver’s licence.

## **Desirable**

1. Direct experience in managing a small mammal research colony within the past 12 months.
2. Direct experience with field work involving live-trapping and handling wild house mice within the past 12 months.
3. Evidence of locally-relevant research animal ethics training completed within the past 12 months.
4. Experience performing basic molecular biology laboratory techniques (e.g., DNA extraction from mammalian tissues, PCR, gel electrophoresis).
5. Experience leading or providing significant contributions to research animal ethics applications and/or reports.
6. Experience working independently in Physical Containment 2 (PC2) research facilities.
7. Demonstrated understanding of and experience in the use of MS Access databases.
8. A current First Aid certificate.

## **Required Competencies**

* **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

Special Requirements

Appointment to this role is subject to provision of 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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation.  In your application and at the interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted

## **CSIRO Health & Biosecurity (H&B)**

We undertake world-class multidisciplinary science, develop relevant IP and deploy innovative solutions through our national and global networks to address the complexity and interdependencies of human, animal and environmental health and biosecurity challenges across Australia and the world. We work with a diverse range of people and partners that span Australia and 25 countries, fostering a shared vision to create measurable economic, environmental, and social impact.

Health & Biosecurity’s portfolio of work drives impact through three key impact areas:

* Increasing Australia’s preparedness and responsiveness to health and biosecurity threats
* Accelerating the technologically and digitally driven transformation of Australia’s healthcare and biosecurity systems
* Improving the health and wellbeing of all Australians

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/about/people/business-units/health-and-biosecurity).

## **H&B – Biosecurity Program & Environmental Biosecurity Group**

The Biosecurity Program in CSIRO Health & Biosecurity works to mobilise science and technology to support preparedness and response to biosecurity risks to plants, animals and the environment. Within the Program, the Environmental Biosecurity Group is a multidisciplinary research unit focused on research and technology development for management of animal and insect pests of agricultural and environmental significance. Research expertise in this group encompasses a range of fields including genetics and genome engineering, ecology, adaptive biosecurity, classical and viral biological control, and most recently, genetic biocontrol.