



## Position Details

### Research Projects- CSOF6

#### THE FOLLOWING INFORMATION IS FOR APPLICANTS

<b>Advertised Job Title</b>	Veterinary Pathologist
<b>Job Reference</b>	80902
<b>Tenure</b>	Specified term of 3 years, full-time
<b>Salary Range</b>	AU\$117k - AU\$138k pa (pro-rata for part-time) plus up to 15.4% superannuation
<b>Location(s)</b>	Geelong – Australian Centre for Disease Preparedness (ACDP), Victoria
<b>Relocation Assistance</b>	Will be provided to the successful candidate if required (within Australia)
<b>Applications are open to</b>	Australian Citizens Only
<b>Position reports to the</b>	Team Leader, Pathology & Pathogen Biology
<b>Client Focus – Internal</b>	70%
<b>Client Focus – External</b>	30%
<b>Number of Direct Reports</b>	0
<b>Enquire about this job</b>	John Bingham via email <a href="mailto:John.Bingham@csiro.au">John.Bingham@csiro.au</a>
<b>How to apply</b>	Apply online at <a href="https://jobs.csiro.au/">https://jobs.csiro.au/</a> Internal applicants please apply via <b>Jobs Central</b> If you experience difficulties when applying, please email <a href="mailto:careers.online@csiro.au">careers.online@csiro.au</a> or call 1300 984 220.

#### Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, in the areas where we live and work 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](#).

#### 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. At senior levels, Research Projects staff may be involved in providing consulting services, science and technology management and/or industry liaison.

The Veterinary Pathologist role within CSIRO Australian Centre for Disease Preparedness (ACDP) provides pathology support to facility user groups including the diagnostic laboratory and various research teams. This role will require working at high levels of bio-containment and with a variety of serious human and veterinary pathogens.

The Veterinary Pathologist uses expertise in pathology to lead and contribute to projects, including the negotiation of resource requirements, implementation of project plans, and analysis of data development, in the area of zoonotic and emergency animal diseases for the purpose of mitigating their impact on Australian society, economy and environment. The role also involves the compilation of reports for peer-reviewed publications, and presentation of scientific ideas, concepts and project data, and the provision of technical and policy advice as needed. The Veterinary Pathologist will also provide training and mentoring for students and early career veterinary pathologists, both internally and externally.

The position will involve attendance on various committees as required, including National Advisory Committees. The Veterinary Pathologist may also be required to travel internationally to advise on animal health matters to our regional partners.

The appointee must be able to meet ACDP microbiological security and security assessment requirements.

### **Duties and Key Result Areas**

- Provide histological, ultrastructural, gross and clinical pathology expertise to ACDP's diagnostic program and research projects, including to projects conducted at BSL3 and BSL4.
- Support ACDP's program to aid the detection and control of transboundary animal diseases and other zoonotic and emergency diseases in Australia and the Asia-Pacific region by provision of pathology expertise and training.
- Identify, approach and communicate with key stakeholders in Department of Agriculture, Water and the Environment and other relevant federal, state and non-governmental organisations to increase ACDP's profile and influence.
- Represent the ACDP pathology team at internal meetings.
- Lead and contribute to projects, including the negotiation of resource requirements; development and implementation of project plans; and the analysis, validation and reporting of results that align with corporate and customer aims.
- Compile reports for peer-reviewed publications, and present scientific ideas, concepts and project data to scientific and non-scientific audiences.
- Play a key advisory role in decisions concerning scientific and/or technological direction.
- Operate under and support ACDP's quality assurance systems, including ISO17025 and good laboratory practice (GLP) and engage with external proficiency testing as necessary.
- Maintain an awareness of trends in research, technology and cross-functional technological/scientific innovations to target opportunities for uptake of research or technology.
- Be accountable for the quality of the results delivered, the alignment of the project activities with the business, research and/or technology directions.
- Provide mentoring to staff and students to elevate pathology competencies and ensure experiments are established in accordance with sound scientific principles.
- Maintain confidentiality when accessing personal or commercially sensitive information, whether of CSIRO staff and affiliates, members of the public, 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.
- Work collaboratively as part of a multi-disciplinary, 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, Diversity initiatives and Zero Harm goals.
- Other duties as directed.

## Selection Criteria

### Essential

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

1. Qualifications: A veterinary degree registrable with Veterinary Boards in Australia.
2. Substantial post-graduate experience (minimum of approximately 10 years), in veterinary anatomic pathology, including histopathology and gross pathology.
3. Proven ability to lead projects, including the negotiation of resource requirements, implementation of project plans, and analysis of data.
4. Strong written and oral communication skills, including a demonstrated ability to compile reports for peer-reviewed publications, and present scientific ideas, concepts and project data to a range of audiences.
5. Demonstrated ability to build positive relationships with stakeholders and customers.

### Desirable

1. Membership, by examination, in American or European College of Veterinary Pathologists.
2. Experience with laboratory quality standards, such as ISO 17025 and GLP.
3. Expertise in ultrastructural and clinical pathology.

## 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 team as well as industry colleagues.
- **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals / ideas.
- **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
- **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.

- **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
- **Adaptability:** Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## Special Requirements

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

#### ACDP Special Conditions that staff must comply with:

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 such as influenza, rabies, hepatitis B, Japanese encephalitis or other agents as specified if required for the role performed.
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. 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.
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).

**About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](#) and [Australian Centre for Disease Preparedness](#) 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

**Applications Close**

Wednesday 9 February, 2022 (11pm AEDT)