



Position Details

Research Scientist/Engineer- CSOF6

THE FOLLOWING INFORMATION IS FOR APPLICANTS

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| Advertised Job Title | Veterinary Pathologist |
| Job Reference | 68562 |
| Tenure | Indefinite Full-time |
| Salary Range | AU\$113,338 to AU\$132,811 pa + up to 15.4% superannuation |
| Location(s) | ACDP, Geelong |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Team Leader - Pathology and Pathogen Biology |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Kim Halpin : Kim.Halpin@csiro.au - 03 5227 5510 |
| 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. |

Role Overview

The Veterinary Pathologist role within CSIRO ACDP provides anatomic pathology expertise to various facility user groups including ACDP's diagnostic laboratory and research teams. This role will require working at high levels of bio-containment with dangerous human and veterinary pathogens at BSL3 and BSL4.

The Veterinary Pathologist will provide pathology support for animal challenge experiments and will use their expertise in pathology to assist in the development, implementation and interpretation of research projects in the area of zoonotic and emergency animal diseases for the purpose of mitigating their impact on Australian society, economy and environment. They will also

communicate the outcomes of their research through written and oral means and provide technical and policy advice when necessary. The Veterinary Pathologist will be encouraged to sit on various internal and external committees including National Advisory Committees as required.

They will provide training and mentoring for early career veterinary pathologists and scientists, both internally and externally.

The Veterinary Pathologist will take the lead in developing a research portfolio of their own.

The pathologist may also be required to travel internationally to advise on animal health matters to our regional partners.

A requirement of this role is to be able to meet Australian Centre for Disease Preparedness (ACDP) microbiological security and security assessment requirements and to undergo medical and psychological assessment.

Duties and Key Result Areas:

- Provide a prompt and accurate service in veterinary anatomic and clinical pathology in support of ACDP's diagnostic program.
- Provide histological, ultrastructural, gross and clinical pathology expertise to 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 and to take on other leadership roles when required.
- Operate under and support ACDP's quality assurance systems, including ISO17025 and good laboratory practice (GLP) and engage with external proficiency testing as necessary.
- Produce scientific papers and reports suitable for publication in quality journals, for presentation at national and international conferences and for communication to customers.
- Lead research projects, including the negotiation of resource requirements.
- Provide mentoring to staff and students to elevate pathology competencies and ensure experiments are established in accordance with sound scientific principles.
- Within broad guidelines, use professional expertise and team leadership and collaboration skills to formulate, implement and complete research programs that align with corporate and customer aims.
- 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.
- Other duties as directed.

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:** 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, goal and priorities.

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. Post-graduate experience in veterinary anatomic pathology, including histopathology and gross pathology.
3. Demonstrated experience, including a significant publication record, of at least 3 years in experimental science and in the management of research projects.
4. Demonstrated ability to write scientific reports, publish in scientific journals and conference abstracts, to deliver verbal presentations to scientific and community audiences.
5. Demonstrated ability to build positive interactions with stakeholders and customers.

Desirable:

1. Membership, by examination, in American or European College of Veterinary Pathologists.
2. A PhD in a relevant field of animal health or biomedical science.
3. Experience working under GLP conditions.
4. Expertise in ultrastructural and clinical pathology.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

- A willingness to work under BSL3 and BSL4 conditions
- A willingness to be vaccinated against rabies, hepatitis B, Japanese encephalitis or other agents as specified
- A willingness and ability to travel domestically and overseas, as required
- 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 required to obtain and maintain a security clearance at the highest level (Neg Vet 1).
- The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
- 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 ACDP Site

- The nature of our work requires that each person working on site must comply with the conditions described below.
- The appointee is required to pass a 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 and mules, any other cloven-hoofed animal, fowls, turkeys, geese, domestic ducks, caged birds, emus or ostriches. Personnel working with diseases of aquatic animals additionally may not keep aquarium fish at their place of residence and personnel working with cane toad material must also avoid contact with amphibians.
- 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 requires avoidance of contact with additional animals such as mice, rats, guinea pigs, rabbits and poultry 3 days prior to arrival.
- Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must always be complied with.

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