

Research Microbiologist

Statement of Duties

Position number:	707708 & 707707
Award/Agreement:	Tasmanian State Service Award
Classification level:	Professional Stream, Band 1/2
Division/branch/section:	Biosecurity Tasmania/Animal Biosecurity & Welfare/ Aquatic Animal Health and Vaccine Centre of Excellence
Full Time Equivalent (FTE):	1.0 FTE
Location:	Launceston (Mt Pleasant)
Employment status:	Fixed-term, Full-time
Ordinary hours per week:	36.75 hours per week
Supervisor:	Principal Research Microbiologist

Position Objective

Undertake industry focussed, project research, to develop prototype viral vaccines for fish that will be used for disease mitigation by the Tasmanian salmonid aquaculture industry.

Major Duties

- Research, plan and develop strategies and procedures, using advanced, high-level scientific methodologies, to meet defined project objectives for the development of viral vaccines.
- Undertake, at an advanced level, laboratory based research in the fields of microbiology, molecular biology and fish virology to realise project objectives to develop viral vaccines.
- Ensure a high standard of data collection and record keeping is maintained resulting from research activities and laboratory operations for intellectual property management and for maintaining laboratory certification and accreditation standards.
- Actively participate in processes and operations, internal and external audits that are required to maintain laboratory certification and accreditation by national and Commonwealth Government regulatory bodies.
- Prepare as required for funding bodies and stakeholders, at specified intervals, project progress reports, final reports and commercial briefings.
- Provide expert advice to internal and external stakeholders on scientific matters relating to project objectives for the development of viral vaccines.

Classification Band Advanced Assessment Point

The classification of this position under the Tasmanian State Service Award provides the opportunity for accelerated advancement of its current occupant from Band 1 to Band 2 under the Professional Stream. Performance requirements for the higher Band are expected to be more challenging and assessment criteria are expected to reflect the work value for Band 2. Employees are to have served at least six months at their current salary level prior to the salary movement and are assessed as meeting the performance criteria of their Performance Plan to at least a satisfactory level.

Suitably qualified and experienced applicants for an advertised position may be appointed at the Band 2 level.

Responsibility, Decision-Making and Direction Received

Band 1 –

The occupant of the position is responsible for:

- maintaining professional practices, methods and standards and their modification as appropriate to provide satisfactory solutions for complex operational issues;
- maintaining quality control of outcomes;
- with experience, for ensuring less qualified or experienced associates receive appropriate instruction, guidance and performance feedback;
- with experience, for ensuring operational guidelines, systems and processes are applied appropriately to integrate related activities to meet specified objectives; and
- for ensuring a safe working environment by complying with relevant Work Health and Safety (WHS) legislation, codes of practice and policies, procedures and guidelines issued under the Department's WHS Management System.

The decision making and direction received in relation to the role are:

- Initially, general instructions are provided. More complex and unusual requirements which do not have clear guidelines or precedents may require more detailed instructions. With experience, general direction is provided to achieve the required outcomes as guidelines, systems and processes are well understood. Policies, rules and regulations provide a framework for decision making in undertaking and integrating the activities of the work area.
- Flexibility, innovation and initiative are expected in providing alternative solutions to complex operational issues within the area of activity to resolve issues and satisfy client and stakeholder requirements.

Band 2 –

The occupant of the position is responsible for:

- Ensuring professional expertise is effectively applied to provide program and service delivery outcomes consistent with the operational framework.

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- Providing leadership, instruction and guidance to less qualified or experienced associates in the specific discipline or area of expertise.
- for ensuring a safe working environment by complying with relevant Work Health and Safety (WHS) legislation, codes of practice and policies, procedures and guidelines issued under the Department's WHS Management System.

The decision making and direction received in relation to the role are:

- Work is undertaken within established operational guidelines, systems and processes with limited guidance required in applying highly developed expertise to complex and challenging program activities
- Guidance and instruction may be received on the implementation of modifications consistent with policy, regulatory and/or technological requirements and developments.

Knowledge, Skills and Experience (Selection Criteria) (in relation to the Major Duties)

- Knowledge and expertise in microbiology with an emphasis on aquatic animal diseases consistent with qualifications from a recognised tertiary institution.
- Expertise in molecular biology with demonstrated skills in diagnostic procedures or genetic analysis.
- Demonstrated skills and experience in the conduct of field and laboratory experimentation involving fish.
- The capacity to provide leadership, instruction and guidance to less qualified or experienced associates and the ability to work as a member of a team.
- Good written communication skills well-developed interpersonal, liaison and oral communication skills and the demonstrated ability to work as a member of a team.
- The ability to exercise independent judgement in applying organisational rules and regulations to professional methods, systems and processes. The ability to research compile, analyse and evaluate complex and unrelated information and the demonstrated ability to prepare meaningful and accurate reports that are understandable to non-specialists.
- Good organisation and project management skills with the ability to coordinate and manage a variety of tasks at the same time and plan for the accurate completion within pre-determined time frames.

Essential Requirements

A degree in Biological Sciences or Biomedical Sciences, or an equivalent qualification, relevant to the professional duties to be undertaken, as provided by a university.

Desirable Qualifications and Requirements

Band 1: An Honours degree obtained by research in aquatic animal health microbiology or medical laboratory microbiology or virology

Band 2: A PhD in the fields of aquatic animal health, microbiology or fish virology in one or more of these areas.

A current motor vehicle driver's licence.

Department's Role

The **Department of Primary Industries, Parks, Water and Environment (DPIPWE)** is responsible for the sustainable management and protection of Tasmania's natural and cultural assets for the benefit of Tasmanian communities and the economy. The Department's activities guide and support the use and management of Tasmania's land and water resources and protect its natural and cultural environment. The Department is also responsible for delivering the services that support primary industry development and the protection of the State's relative disease and pest-free status.

Under Tasmania's emergency management arrangements DPIPWE is the management authority (lead agency) for various aspects of the management of biosecurity emergencies (includes exotic animal, plant and marine disease and pest emergencies), environmental emergencies (includes marine pollution spills), fire in national parks and other reserves, floods from dam failure and sea inundation from storm surge. In regard to those types of emergency prevention, preparedness and response activities are core business of this agency and potentially may involve all staff in some way.

The Department's website at www.dpipwe.tas.gov.au provides more information.

The **Biosecurity Tasmania** Division supports a Tasmanian Biosecurity Strategy, having scientific risk based systems in place to ensure the exclusion, eradication or effective management of pests and diseases and validate the relative pest and disease free status of Tasmania with scientific evidence.

The Division manages food safety in the primary production and processing sector in accordance with legislative requirements and community expectations, manages the safe and appropriate use of agricultural chemicals in accordance with legislative and community expectations, and manages animal welfare in accordance with legislative requirements and community expectations.

Biosecurity Emergency Response: DPIPWE takes a whole of government approach to managing biosecurity emergencies, Biosecurity Tasmania in particular, has lead responsibilities for biosecurity emergency preparedness and response.

The **Animal Biosecurity and Welfare** Branch provides strategic policy direction on issues relating to animal health, animal biosecurity and animal welfare. These policies aim to protect Tasmania's animal health status, to minimise the impact of diseases and to validate our clean green image, and to improve and protect our animal welfare status. A close association is maintained with the Biosecurity Operations Branch (BOB) and Animal Health Laboratory Branch which implement programs to deliver these policies.

The focus of the Branch is:

- Ensuring adequate risk management of animal and animal products imported into Tasmania to protect our relative disease free status;
- Ensuring that there is an effective system in place to detect and respond to emergency animal diseases;
- Ensuring collection and reporting of disease occurrence information;

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- Facilitating the management of endemic animal diseases to reduce their impact on the environment or on the cost of animal production;
- Ensuring adequate management of diseases of public health significance; and
- Ensuring that animal welfare legislation and standards, coupled with the supporting surveillance and compliance activities, is adequate to meet contemporary needs and expectations.

The activities of the Aquatic Animal Health & Vaccines Centre of Excellence contribute to the goals of the Aquatic Animal Health Research strategic research program jointly managed by DPIPWE, the Tasmanian Salmonid Industry and the Fisheries Research and Development Corporation.

Working Environment

Employees work within an environment that supports safe work practices, diversity and equity with employment opportunities and ongoing learning and development. We are committed to valuing and respecting each other as colleagues and peers. We value the diverse backgrounds, skills and contributions of all employees and treat each other and our customers with respect. We do not tolerate discrimination, harassment or bullying in the workplace.

There is a strong emphasis on building leadership capacity throughout DPIPWE.

The expected behaviours and performance of the Department's employees and managers are enshrined in the *State Service Act 2000* through the State Service Principles and Code of Conduct. These can be located at www.dpac.tas.gov.au/divisions/ssmo.

Special Employment Conditions

Duties of the position will involve experimentation with fish. Work with fish requires approval by the Department's Animal Ethics Committee and meets the requirements of the *Tasmanian Animal Welfare Act 1993* and the Australian Code for the Care and Use of Animals for Scientific Purposes 8th edition (2013) (enacted under the Act).

The position holder will be required to participate in a weekend and public holiday roster for the care of fish held in the Biosecure Fish Facility, and to be on-call in the event of equipment failure.

The position is based at Mt Pleasant Laboratories, Launceston. Some interstate and intrastate travel will be required.



Approved by:

Date: 19 December 2016