

Technical Officer (Aquatic Animal Health Research)

Statement of Duties

Position number:	707704
Award/Agreement:	Tasmanian State Service Award
Classification level:	General Stream, Band 4
Division/branch/section:	Biosecurity Tasmania / Animal Biosecurity & Welfare / Aquatic Animal Health & Vaccine
Full Time Equivalent (FTE):	1.0 FTE (minimum 0.80 FTE, by negotiation)
Location:	Launceston
Employment status:	Permanent
Ordinary hours per week:	36.75 hours (minimum 29.40 hours, by negotiation)
Supervisor:	Specialist Research Microbiologist

Position Objective

The purpose of the role is to provide specialised technical support for industry focussed, project research on behalf of the Tasmanian Salmonid Aquaculture Industry. Projects are principally aimed at researching endemic infectious diseases, developing prototype vaccines and diagnostic procedures for specific endemic infectious pathogens of salmonid fishes in Tasmania.

Major Duties

- Assist with maintenance and coordination of the daily operations and resources of the fish research laboratories, in accordance with the Animal Health Laboratory quality management system.
- Prepare and maintain fish cell lines, bacterial and/or viral cultures in support of diagnostic and research programs.
- Conduct research involving diverse molecular and protein-based techniques to understand fish diseases, develop fish vaccines and/or diagnostic tests for bacterial and viral pathogens.
- Assist research scientists in the conduct of experimental work with fish, including routine husbandry, administration of anaesthetics, necropsies and sanctioned euthanasia of fish.
- Process diagnostic samples from aquatic animals.
- Provide guidance and mentoring to others within the section and liaise with, provide technical advice, and participate in advisory and information services activities.

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- Perform any other assigned duties at the classification level that are within the employee's competence and training.

Classification Band Advanced Assessment Point

The classification of this position under the Tasmanian State Service Award provides the opportunity for its current occupant to advance from Range 1 to Range 2 within the same Band. Performance requirements at the upper end of the band are expected to be more challenging and assessment criteria are expected to be more rigorous than those that apply to normal salary progression. 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.

Responsibility, Decision-Making and Direction Received

The occupant of the position is responsible for:

- ensuring guidelines, systems and processes are applied appropriately to integrate related activities to meet specified objectives;
- providing options and recommendations to resolve complex operational issues and/or improve operational effectiveness;
- ensuring advice, recommendations and decisions support specified service delivery and program outcomes; where supervision is involved, and
- 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 that:

- general direction is provided to achieve the required outcomes as operational guidelines, systems and processes are well understood. Policies, rules and regulations provide a framework for decision-making in undertaking and integrating the relevant activities of the work area; and
- the occupant is expected to exercise judgement and initiative to provide solutions to meet service delivery requirements.

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

- Specialist knowledge and expertise in microbiology, preferably in the field of aquatic animal disease. Demonstrated experience working with bacterial and/or viral pathogens in biosecure animal facilities or laboratories.
- Demonstrated technical knowledge and experience in contemporary molecular biology, cell culture, and/or protein-based techniques used for research.
- Demonstrated skills and experience in maintaining an accredited laboratory, including record keeping, equipment calibration, chemical safety, and staff training.
- The ability to work independently and to contribute as a member of a diverse team.

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- Highly developed communication and interpersonal skills including liaison, negotiation and conflict resolution. The ability to prepare written records and procedural documents that are clear, accurate, concise and in accordance with administrative procedures.
- The ability to exercise judgement in the application of policies, rules and regulations and to apply initiative and specialised expertise to resolve complex operational issues.
- Good organisational skills to enable the coordination and management of a variety of tasks at the same time, and the planning and accurate completion of tasks within pre-determined time frames.

Essential Requirements

- A Diploma or Advanced Diploma in Applied Science, or equivalent level, relevant to the nature of the work to be undertaken, as provided by either a university, a vocational education organisation or a registered and accredited training provider.

Desirable Qualifications and Requirements

- 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.

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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;
- 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 Centre for Aquatic Animal Health & Vaccines 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.

DPIPWE has a culture of zero tolerance towards violence, including any form of family violence. We will take an active role to support employees and their families by providing a workplace environment that promotes their safety and provides the flexibility to support employees to live free from violence.

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.

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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 must meet 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.

Some intrastate and interstate travel may be required.

Approved by:

A handwritten signature in black ink, appearing to read 'Glenzie', is written over a horizontal line.

Date: 1 February 2021