

Position Description

Senior Technical Officer, Laboratory Species



Details

Area	Deakin Research
Team / School	Researcher Development: Animal Services
Employment	Full-time (36.75 hours per week) and 2 years fixed term
Location	Waurin Ponds
Classification	HEW 6
Manager Title	Manager, Animal Services

Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

[Strategic Plan – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

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Overview

The Animal Services team is responsible for supporting researchers using animals under the Australian Code for the Responsible Conduct of Research, the Australian Code for the Care and Use of Animals for Scientific Purposes, humans and genetically modified organisms, the requirements of the University Animal Ethics Committees, the Department of Jobs, Precincts and Regions and the Office of Gene Technology Regulator.

Reporting to the Manager, Animal Services, the Senior Technical Officer will provide support and guidance for the day-to-day care and husbandry requirements of all animals within allocated facilities. The position provides assistance to ensure that the well-being of the animals and the validity of scientific work are met and maintained.

The Senior Technical Officer will specialise in the management of, and research involving, one of the following and may lead a small team of technicians in the delivery of services:

- Laboratory Species – primarily Rodents
- Aquatics, Aviary, and Wildlife
- Aquaculture

Accountabilities

- Ensure that people responsible for implementing work priorities have role clarity, the necessary skills and authority to act and feel empowered and supported to act
- Identify, lead, and actively promote change within own area of responsibility and understand and communicate the reasons for the change
- Lead with professional and ethical behaviours, managing the use of animals for research and teaching and ensuring animal research facilities are maintained and functioning at the standard expected of a leading research institution whilst operating within legislative certification of the SPPL
- Oversee and manage the ethically sound husbandry of all allocated animals in accordance with standard operating procedures and relevant protocols, ensuring that they are observed daily to assess health, ecological conditions, social environment, at the same time and ensuring animals have access to clean food, water, and environmental enrichment
- Manage and actively participate in delivering laboratory animal requirements of experimental projects, for instance breeding programs to defined specifications
- Investigate and probe for the facts and identify relevant solutions and select the most appropriate from the range of alternatives
- Strive for excellence and establish short to mid-term operational plans to meet Deakin's strategic priorities
- Plan and oversee all aspects of the end-to-end projects to deliver sustainable outcomes, value within constraints of time, cost, and quality
- Work with contractors and service providers to ensure facilities remained appropriately stocked with consumables equipment and facilities remain fit for purpose
- Understand and integrate perspectives held within different areas of the University and put plans in place to build collaboration, mutually beneficial ethical alliances and develop common goals
- Seek feedback from clients regarding their satisfaction and perspective with products or services received, respond to feedback with openness and transparency and seek to identify ways to better service the customer

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- Provide ethical advice to clients that address underlying issues, promoting value-adding insights and recommendations
- Act as a coach and work with team members to facilitate growth and development by giving balanced, constructive feedback considering individual capability and team performance, in alignment with Deakin's code of conduct and core university strategies and policies that promote a safe, sustainable, and productive working environment.

Relationships

- Internal relationships:
 - Staff and students who use animals in research and teaching
 - Deakin University Animal Ethics Committee
 - Broader Animal Services team and Research Integrity team members
- External relationships:
 - Other Animal Research Facilities across Victoria and Australia to assist in ensuring best practice

Selection

Qualifications and experience

- Completion of a Degree in Animal Studies or a relevant discipline including Laboratory Animal Studies with subsequent relevant work experience, or equivalent combination of training and experience
- Demonstrated experience in the care of laboratory animals, with a specialisation in aquatics, avian, wildlife, aquaculture, or rodents, including application of surgical skill
- Experience in animal use in research and teaching in a broad range of disciplines and proven ability to successfully work within a high performing research team
- Understanding of the requirements of relevant Commonwealth and State legislation and external regulatory authorities or funding bodies
- Desirable:
 - First Aid training
- Essential:
 - Understanding of components of disease and health status with the ability to recognise signs or symptoms of disease and ill health

Capabilities

- **Planning and Organising:** Plans, analyses, and co-ordinates the delivery of projects while balancing priorities and resources
- **Analysis and Problem Solving:** Sources relevant information; identifies problems and offers sustainable practical solutions
- **Service Culture:** Considers other perspectives in making decisions and providing advice; strives to exceed expectations
- **Consulting and Advice:** Provides expert and valued advice; supports achievement of outcomes for stakeholders
- **Collaboration:** Proactively supports working together, shares ideas and provides constructive feedback; respects and values others
- **Communicating with Influence:** Engages and energises others through clear and persuasive communication

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Special Requirements

- Frequent work outside business hours e.g., be part of weekend, public holiday, University holiday rosters and for on call work
- Working With Children Check

Note The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.