

Title:	Animal Technician (Rodents)
Group & Centre:	Animal House
Employment Agreement	Hudson Institute of Medical Research Enterprise Agreement
Classification	TAP 3
Date Last Updated:	August 2021

1. About the Hudson Institute

A leading Australian biomedical research institute, Hudson Institute pioneers outstanding discovery science and translational research - we progress scientific knowledge into new diagnostics, treatments and cures

We are home to 470 world-class scientists and students who push the boundaries of scientific knowledge to progress human health in three areas of medical need cancer, inflammation and reproduction and child development.

Together with our onsite precinct partners, Monash Health and Monash University, we deliver outstanding healthcare, education and world-class research. Working alongside clinicians, who often join our research teams, ensures our research is informed by clinical challenges faced by our site and optimally positioned for development.

Co-located within the Institute, and shared with our partners, are nine state-of-the-art Technology Platforms and a Clinical Trials Facility, providing the optimum environment for scientists, clinicians and our collaborators to move breakthrough discoveries to patient care.

The Institute has an active program for the patenting and commercialisation of technologies, including those developed in conjunction with academic and commercial collaborators.

We nurture and inspire the next generation of scientists and clinicians by educating and training more than 180 students each year, predominately through our academic affiliation with Monash University.

We have worked alongside clinicians in Melbourne hospitals for more than 50 years, our rich history of breakthroughs has included discovering that embryonic stem cells develop into new cells in the body - the foundation of modern stem cell treatments; changes in practice that have helped to prevent Sudden Infant Death Syndrome (SIDS) and the discovery of Inhibin which led to diagnostic tests for Down syndrome and some ovarian cancers.

2. Overview of the Position

The Animal Technician performs a range of duties to maintain and breed laboratory animals in accordance with Standard Operating Procedures (SOPs) for the ethical care of animals. The role also involves compiling accurate, timely records for researchers and providing optimum animal welfare conditions at all times. In performing these tasks, the Animal Technician plays a key role in enabling MARP to deliver services to its many clients.

- **Reporting Line:** The position reports to the Senior Animal Technologist.
- **Supervisory responsibilities:** Animal Attendants and casual/work placement students.
- **Financial delegation and/or budget responsibilities:** Nil.

Key Responsibilities

1. Maintain the status of laboratory animals in accordance with the SOPs, including general husbandry (feeding, water, cleaning), providing for animals' environmental enrichment, monitoring animals' health & weight and ensuring the availability of adequate animal consumable supplies.
2. Provide (and where required, supervise casuals/work placement students in providing) animal production services, including selecting pedigree animal lines for breeding, determining suitable mating pairs, weaning animals, determining sex of neonates and observing animals for any signs of illness.
3. Undertake accurate record maintenance, including in relation to breeder data, births & deaths, the animals' physical environment & dispatch information), providing weekly reports to supervisor/manager/researchers as required.
4. Providing high levels of customer service, assist in providing researchers with animals (meeting breed and agistment requirements) and prepare animals for dispatch.
5. Perform technical services required for animals (e.g. blood collection, euthanasia, handling/restraining, injections).
6. Adhering to the SOPs, maintain the health status of animals and contribute to the status of the facility by maintaining optimum levels of hygiene for the animals and the workspace.
7. In relation to all tasks, report any concerns to the supervisor (e.g. animal illness/health, abnormalities, and breaches) and where requested, participate in further investigations.
8. Suggest, and where requested, implement improvements in relation to things such as animal welfare, environmental enrichment, health & safety, hygiene/cleanliness and procedural efficiencies.
9. Undertake all animal related duties and responsibilities to the highest of ethical standards and in compliance with legislation relating to laboratory animal practices, informing the supervisor of any suspected breaches.

Key Selection Criteria

Education/Qualifications

1. The appointee will have:

- completion or near completion of an Associate Diploma of Applied Science (Animal Technology); or
- a combination of relevant knowledge, training and/or experience, preferably in the animal or biomedical research industry.

Knowledge and Skills

2. Working knowledge with rodents (such as mice and/or rats), breeding systems and animal husbandry

3. Prior experience in performing animal technical services with rodents and/or large animals (such as injections and collections, euthanasia, identification)

4. Knowledge of relevant legislation including:

- Victorian legislation: Prevention of Cruelty to Animals Act 1986 Vic and Regulations 1997
- Regulatory bodies protocol and procedures: Office of the Genetic Technology Regulator (OGTR) and Australian Quarantine and Inspection Service (AQIS)
- Industry standards: Code of Practice for the Care and Use of Animals for Scientific Purposes and NHMRC Policy on the Use of Non-Human Primates for Scientific Purposes
- DPI – Pest Animal Species Permit

5. Sound administrative skills, including sound computer literacy, animal laboratory record keeping experience and attention to detail.

6. Proven ability to prioritise tasks and plan workload to meet deadlines

7. Excellent interpersonal and communication skills, including the ability to problem solve with strong attention to detail

8. Ability to work as an effective member of a team as well as independently under routine supervision

9. Experience with specialised machinery (such as irradiator, laminar flow, box and bottle washers, Biosafety class 2 hoods, autoclave, change stations) is desirable.

4. About the Hudson Institute

Vision and Values:

Our Vision: We strive to enhance human health and the quality of life through ground-breaking, collaborative, medical research discoveries and innovation, and ensure its direct impact on the community.

Our Mission: To capitalise on our multidisciplinary research strengths and academic and health partnerships to provide transformative and innovative solutions to major health problems.

Our Values:

Innovation: We inspire and enable world class researchers at the frontiers of science and medicine to find new and transformative solutions to people's greatest health challenges.

Collaboration: Our multidisciplinary, integrated approach creates an enriched, energetic environment that encompasses the entire lifespan; this allows our researchers and clinicians to leverage each other's knowledge to spark creative ideas and make unexpected discoveries.

Community: We care deeply about improving the health and wellbeing of people in the community and we are committed to rewarding their investment in science.

Excellence: Integrity and passion underpin our pursuit of the highest level of knowledge achieving significant outcomes whilst nurturing and inspiring the next generation of scientists.

Other relevant information:

- The Hudson Institute is a totally smoke free workplace.
- The position is subject to terms set out in the Hudson Institute Enterprise Agreement (2015), Policies and Procedures and any subsequent variation to these.
- The Hudson Institute is an Equal Employment Opportunity Employer.
- The Hudson Institute has a commitment to Occupational Health and Safety. It is a condition of employment that staff comply with all health and safety related policy and procedures and take part in activities designed to improve the health and safety of the workplace.
- It is a requirement of the position to participate in the annual Performance Planning and Review process.

5. Endorsement

Name: (Supervisor)			
Signed:		Date:	
Name: (Employee)			
Signed:		Date:	
Name: (HR)			
Signed:		Date:	