



POSITION DESCRIPTION
Senior Technician, Animal Services

UNIVERSITY of 
TASMANIA

Position Summary

College / Division	Health and Medicine
School / Section	Animal Services
Location	Cambridge and Hobart
Classification	<u>HEO Level 6</u>
Reports to	Manager, Animal Services
Direct reports	None
Delegation level	<u>Profile D</u>

Position Overview

This role will support the Manager of Animal Services, to ensure high standards of animal welfare and coordinate essential daily operations and service delivery within the University's PC2 animal facilities. Core responsibilities include guiding technicians in breeding programs; upholding rigorous welfare assessments; maintaining precise genetic records; performing and training others to perform animal handling, husbandry and veterinary procedures; and directly supporting research integrity and ethical standards. In the absence of the Manager, the role provides leadership to ensure uninterrupted service delivery. The position requires direct experience in animal handling, husbandry and colony management, a strong understanding of genetics and transgenics, capabilities in data entry and management systems, as well as effective communication and leadership skills. Experience working within the Australian animal ethics framework would be beneficial. Operating within the College of Health and Medicine, the role emphasises decision-making and creating best practice in consultation with research groups and an active contribution to continuous improvement in facility operations. By facilitating efficient service and training, this role empowers research teams and aligns with the University's mission to support world-class medical research. We seek a dedicated professional with a passion for animal welfare, a collaborative spirit, and a commitment to advancing the University's impact in health and science globally.

About the University of Tasmania

Welcome to the University of Tasmania, your island campus 1,270 million years in the making. This is heightened education at a slower pace of life. A place that attracts the highest percentage of scientists per capita in the world. Home to towering temperate rainforests, 60,000 years of human knowledge and underground cultural experiences of legend. Take your time to breathe it all in.

Our journey began in 1890, with a seed of academic excellence sown on our island. We inspire and encourage people to flourish and thrive. Our unique circumstances have made us resilient, transforming us into creative problem solvers. Our success is a testament to our quiet determination and adaptability.

We are more than just a place of learning. We are a catalyst for economic growth, a beacon for literacy, a champion for health and a guardian of our environment. We generate powerful ideas for and from Tasmania. We invite inquiring minds, from near and far, to join us in our pursuit of the extraordinary.

Accountabilities and outcomes

Purpose

- This position enhances the University's mission by ensuring ethical animal welfare standards and operational excellence in research support, empowering world-class medical research that advances health and science from Tasmania to the global stage.

Key Outcomes

- **High Standards of Animal Welfare:** Maintain high standards of animal health and wellbeing through regular monitoring, timely reporting, and assistance with treatments. Perform daily husbandry tasks, including feeding, watering, and cleaning cages, while providing postoperative care and treatments to research animals. Actively contribute to new initiatives for animal welfare, focusing on environmental enrichment, handling, and care improvements. Foster effective communication with researchers to address routine care needs and ensure alignment with research goals.
- **Efficient Animal Husbandry and Service Delivery:** Plan, deliver, and optimise breeding programs for genetically modified and conventional rodent colonies and ensure accurate and detailed record keeping supporting colony management in alignment with research goals.
- **Streamlined Facility Operations:** Create and review SOPs and risk assessments and help maintain effective procedures for facility maintenance, supply management, data management, and waste disposal, ensuring a well-organised, safe, and fully functional environment.
- **Staff and Student Training Excellence:** Develop and deliver comprehensive training and induction programs in animal handling and procedures that foster a skilled and compliant workforce. Provide support to less experienced technicians, enhancing their skills and ensuring uniformity in procedures and practices.
- **Continuous Improvement Initiatives:** Work with the animal services manager to identify and lead process improvements in animal services operations, integrating best practices to enhance service quality and operational efficiency in support of the University's research objectives.

Behavioural Expectations

We aim for everyone to have a positive experience at our university, and all staff contribute toward creating a university culture that is safe and supportive, enabling our community to flourish by:

- Treating all others – staff, students and community with fairness, equity and respect.
- Ensuring the workplace is an inspiring and safe place to be.
- Ensuring the workplace is free from harassment, bullying, victimisation and discrimination.

Success profile

Personal Attributes

- **Leadership:** Assume responsibility to make decisions; can lead, motivate and inspire people to work as team to achieve the facility's goals.
- **Supportive:** Demonstrate self-awareness and understand others through listening and empathy; work well as part of the team and actively involve others by valuing individuals' unique perspectives.
- **Structured:** Work methodically to organise, plan and execute tasks; uphold standards and work quickly; able to multi-task to produce outcomes.
- **Investigative:** Embrace opportunities to learn and acquire new skills; able to identify issues and make intuitive judgements.

Core Capabilities

- **Communication:** Demonstrates the ability to convey ideas, information, and feelings clearly and effectively to diverse audiences, fostering mutual understanding. Possesses strong verbal, written, and active listening skills, with the capability to influence others and build consensus. Skilled in negotiation to align perspectives and achieve common goals collaboratively.
- **Teamwork:** Demonstrates the ability to work effectively with individuals and groups to achieve shared goals. Understands team dynamics and actively contributes to fostering collaboration, mutual trust, and respect within teams, creating a supportive and productive environment.

Role Specific Skills, Knowledge and Experience

- **Animal Welfare and Ethics Knowledge:** Strong understanding of animal welfare practices, ethical requirements, and regulatory standards in a PC2 animal laboratory setting, including familiarity with Australian animal ethics legislation.
- **Colony and Breeding Program Conduct and Management:** Proficiency in animal husbandry, including implementing and managing breeding programs for conventional and genetically modified animal colonies that require an understanding of genetics and genotype data management.
- **Supervisory Experience:** Demonstrated experience supervising staff, preferably within a rodent facility or similar laboratory setting, including training staff in husbandry and veterinary procedures, providing operational direction and guidance, and task delegation to manage workflow and ensure adherence to animal welfare, safety, and operational standards.
- **Training and Process Improvement:** Proven experience in developing and conducting training for staff and students in rodent handling and ethics, as well as experience in implementing process improvements within animal services.

Qualifications and Licences

- A degree with subsequent relevant experience; or an equivalent combination of relevant experience and/or education/training.
- Experience in Supervisory or Leadership Roles within an animal facility or research environment, with a focus on rodent management and breeding programs.

Other Requirements

To be eligible for this position, you are required to hold Australian or New Zealand Citizenship, permanent residence or a valid visa that enables you to fulfil the requirements of this role. As part of our commitment to a safe and inclusive workplace, employment history and criminal background checks may be conducted as part of the selection process.

Working with experimental animals, including euthanising

Drivers licence

Participate in a flexible rotating roster including weekends, public and University holidays and out of hours on-call



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The intention of this Position Description is to highlight the most important aspects, rather than to limit the scope or accountabilities of this role. Duties may be altered in accordance with the changing requirements of the position