Role Description
Veterinary Virologist, Animal Biosecurity

Cluster	Regional NSW
Agency	Department of Regional NSW
Division/Branch/Unit	DPI / Biosecurity and Food Safety / EMAI / Science and Research, Animal Virology
Location	Menangle NSW
Classification/Grade/Band	Professional Officer Grade 1-4
Role Number	TBC
ANZSCO Code	234711
PCAT Code	1119192
Date of Approval	23 October 2014 (updated 28 June 2021)
Agency Website	www.dpi.nsw.gov.au

Agency overview

The Department of Regional NSW was formed in 2020 as a central agency for regional issues. The Department is responsible for building resilient regional economies and communities, strengthening primary industries, managing the use of regional land, overseeing the state's mineral and mining resources and ensuring government investment in regional NSW is fair and delivers positive outcomes for local communities and businesses.

The NSW Department of Primary Industries (NSW DPI) supports the development of profitable primary industries that create a more prosperous NSW and contributes to a better environment through the sustainable use of natural resources.

Within NSW DPI, the Biosecurity & Food Safety Division is responsible for effective management and risk minimisation of biosecurity threats to NSW as well as the through-chain regulation of food safety. It delivers a risk based approach to policy and compliance, and provides regional engagement and coordination in response to emergency incidents and natural disasters impacting primary industries and the food sector.

Primary purpose of the role

Veterinary Virologists undertake diagnostic and research investigations of viral infections of farm livestock, poultry and aquatic animals that could lead to loss of markets for NSW livestock and products; damage their reputation for food safety and quality; reduce the efficiency of production or pose a threat to public health. Veterinary virologists undertake research to support disease control programs through the development of new diagnostic tests and vaccines, maintain or improve market access for animals and products, increase the efficiency of animal production and reduce risks to public health and the impacts of feral animals on the environment.

Key accountabilities

- Conduct and supervise laboratory diagnostic activities
- Develop, manage and participate as a collaborator in research programs and projects for the development of improved tools and strategies for the diagnosis, surveillance and control of viral infections
- Communicate with and provide technical advice to clients of diagnostic and research services to ensure their needs are met
- Publish diagnostic and research findings in refereed journals, conference presentations and reports
- Develop specialist expertise in animal virology to assist the development of science-based animal biosecurity policies and procedures and disease control
- Supervise staff appointed to assist achievement of research project outcomes
- Comply with work standards according to the level of appointment in the Professional Officer (1-4) scale in the Crown Employees (NSW Department of Trade & Investment) Professional Officers Award

Key challenges

- Being able to carry out a wide range of specialised scientific functions, including the development and application of new technologies and techniques
- Paying attention to detail in a high pressure work environment, develop capacity to prioritise workload and meet tight deadlines as required
- Identifying areas of priority for industry and the Department for research, develop and promote research proposals to generate funding support

Key relationships

Who	Why
Internal	
Team Leader (Virology)	• To ensure high levels of achievement and alignment of work plans and business goals • Receive guidance, discuss priorities & provide regular updates. Escalate issues as appropriate
Other professional officers within Virology Laboratory and those at EMAI, on operational and scientific issues	• To foster collaborative project proposals, to share and develop technical expertise and to ensure that diagnostic accessions are efficiently serviced and client needs are met.
Biosecurity NSW staff	• To integrate diagnostic and research outcomes with extension, policy and operational activities and to capture project opportunities from internal sources
External Funding Unit	• To comply with DPI procedures on externally funded projects
External	
Clients of diagnostic and health certification services	• To ensure provision of an efficient, effective and timely service
Industry Funding bodies, Universities and CRCs	• To maximise external funding for operations
Industry organisations, farmer groups, key industry representatives	• To ensure industry needs and priorities are identified and met

Who	Why
Key researchers in animal health	• To maximise the synergies from collaboration

Role dimensions

Decision making

This role works with a degree of autonomy which increases with progression to higher grades within the classification.

Reporting line

Team Leader (Virology)

Direct reports

Nil

Budget/Expenditure

Authorisation for expenditure of allocated project resources under applicable Departmental delegation

Essential requirements

Bachelor's Degree in Veterinary Science, registrable with the Veterinary Practitioners Board NSW

Comply with work standards according to the level of appointment in the Professional Officer Progression Criteria (1-4) scale in the Crown Employees (NSW Department of Trade and Investment) Professional Officers Award

A current driver's license

Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	**Capability Name**	**Level**
Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	**Adept**
	Manage Self	**Advanced**
	Value Diversity	Intermediate
Relationships	**Communicate Effectively**	**Intermediate**
	Commit to Customer Service	**Intermediate**
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
Results	Deliver Results	Adept
	Plan and Prioritise	Intermediate
	Think and Solve Problems	**Intermediate**
	Demonstrate Accountability	**Intermediate**
Business Enablers	Finance	Foundational
	Technology	**Intermediate**
	Procurement and Contract Management	Intermediate
	Project Management	**Intermediate**

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
Personal Attributes Act with Integrity	Adept	• Represent the organisation in an honest, ethical and professional way and encourage others to do so • Demonstrate professionalism to support a culture of integrity within the team/unit • Set an example for others to follow and identify and explain ethical issues • Ensure that others understand the legislation and policy framework within which they operate • Act to prevent and report misconduct, illegal and inappropriate behaviour
Personal Attributes Manage Self	Advanced	• Act as a professional role model for colleagues, set high personal goals and take pride in their achievement • Actively seek, reflect and act on feedback on own

Group and Capability	Level	Behavioural Indicators
		• performance • Translate negative feedback into an opportunity to improve • Maintain a high level of personal motivation • Take the initiative and act in a decisive way
Relationships Communicate Effectively	Intermediate	• Focus on key points and speak in 'Plain English' • Clearly explain and present ideas and arguments • Listen to others when they are speaking and ask appropriate, respectful questions • Monitor own and others' non-verbal cues and adapt where necessary • Prepare written material that is well structured and easy to follow by the intended audience • Communicate routine technical information clearly
Relationships Commit to Customer Service	Intermediate	• Support a culture of quality customer service in the organisation • Demonstrate a thorough knowledge of the services provided and relay to customers • Identify and respond quickly to customer needs • Consider customer service requirements and develop solutions to meet needs • Resolve complex customer issues and needs • Co-operate across work areas to improve outcomes for customers
Results Think and Solve Problems	Intermediate	• Research and analyse information and make recommendations based on relevant evidence • Identify issues that may hinder completion of tasks and find appropriate solutions • Be willing to seek out input from others and share own ideas to achieve best outcomes • Identify ways to improve systems or processes which are used by the team/unit
Results Demonstrate Accountability	Intermediate	• Take responsibility and be accountable for own actions • Understand delegations and act within authority levels • Identify and follow safe work practices, and be vigilant about their application by self and others • Be alert to risks that might impact the completion of an activity and escalate these when identified • Use financial and other resources responsibly
Business Enablers Technology	Intermediate	• Apply computer applications that enable performance of more complex tasks • Apply practical skills in the use of relevant technology • Make effective use of records, information and knowledge management functions and systems • Understand and comply with information and communications security and acceptable use policies • Support the implementation of systems improvement initiatives and the introduction and roll-out of new

Group and Capability	Level	Behavioural Indicators
		technologies
Business Enablers Project Management	Intermediate	• Perform basic research and analysis which others will use to inform project directions • Understand project goals, steps to be undertaken and expected outcomes • Prepare accurate documentation to support cost or resource estimates • Participate and contribute to reviews of progress, outcomes and future improvements • Identify and escalate any possible variance from project plans