



Job Description

POSITION TITLE:	Director
LOCATION:	Gilles Plains, South Australia
REPORTS TO:	Executive Director
DEPARTMENT:	Preclinical, Imaging and Research Laboratories (PIRL)

PURPOSE AND SCOPE OF THE POSITION

Oversee the efficient and high calibre, delivery of innovative and internationally competitive research programs, which operate with professional independence, with the necessary veterinary qualifications and applicable registration requirements.

Reporting to the Executive Director, the position will also work closely with the Manager, PIRL, the PIRL and Bioresources teams, other sectional leaders and relevant heads within SAHMRI. The role will also interact with a range of external stakeholders locally, interstate and internationally (including commercial clients, researchers, regulators, and suppliers).

Directly reporting to this role is the Manager, PIRL and National imaging facility fellows. Indirect reports include the Scientific Officers, Animal Research Technicians, Research Theatre Technicians and Administration staff at PIRL.

The Director, PIRL is responsible for:

- Providing strategic leadership and direction to advance the objective priorities and capacities of the facility.
- Ensuring the profitable operation of PIRL following sound business practices in co-operation with SAHMRI management.
- Ensuring adherence to relevant legislative and regulatory requirements.
- Providing specialist scientific and veterinary clinical/surgical support to SAHMRI animal facilities, and researchers and commercial clients.
- Conducting major client negotiations and key client contact.
- Provide scientific and regulatory advice to clients.
- Act as node director as part of the Federally funded National Imaging Facility network.

KEY PERFORMANCE INDICATORS

1. Assist researchers in gaining funding from competitive research projects and from scientific services.
2. Manage the achievement of budget requirements for PIRL to maximise its benefit to SAHMRI.
3. Maintain SAHMRI's accreditation to NATA, AQIS, OGTR; licences for Drug of Dependence and EPA; and compliance to the Animal Ethics regulators.
4. Involvement in developing and implementing research ethics guidelines and best practice clinical services to clients of PIRL.
5. Operate independently, and in collaboration with other senior SAHMRI staff, to ensure that the Veterinary Services engage with external funding bodies so that opportunities to enhance the infrastructure of animal research facilities within SAHMRI is maximised.
6. Ensure that the standards of research support and the professional standards of animal care and welfare are of the highest order within SAHMRI.

KEY RESPONSIBILITIES

The specific duties include:

- In consultation with the Executive Director, provide sound strategic leadership and direction to advance the SAHMRI objectives, priorities and capabilities for PIRL
- Efficient management of the operational, scientific and business sections of PIRL
- Exercise sound financial management of all projects to ensure fiscal responsibility
- Identify and manage relevant internal and external scientific partnerships and collaborations to encourage best practice and quality outcomes
- Maintain the health, productivity, quality and welfare of sourced or held research animals within SAHMRI
- Provide high level scientific leadership to the business and service operations of the Veterinary Services
- Ensure that the animal production/breeding and research animal holding operations of SAHMRI are of an International Standard
- Provide expert professional advice and consultancy services to clients of the Veterinary Services
- Recruit, mentor and guide scientific and technical staff to drive a culture of excellence
- Provide professional guidance to scientific and technical staff, and accept professional responsibility for maintaining output and standards of work
- Establish plans, timeframes, and performance expectations, to ensure delivery of specific outcomes through building a shared sense of purpose and direction
- Work collaboratively and efficiently with senior scientific and managerial staff to identify, plan and implement scientific and operational directions for SAHMRI
- Ensure that a culture of compliance with the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes is developed and sustained in the operation of all SAHMRI research facilities
- Provide high level advice to SAHMRI on Animal Welfare matters in collaboration with the Animal Welfare Officer and contribute to the sustainability of the administration of Animal Welfare and Research Ethics at SAHMRI
- Ensure that the operation of the Windarra Farm is managed in such a way that its usefulness and cost effectiveness to the research outcomes of SAHMRI is optimised
- Comply with relevant human and animal ethics, privacy and other appropriate regulatory guidelines as appropriate
- Plan, direct and implement applicable changes as per the Prevention of Cruelty to Animals Act (1985)
- Represent the organisation on committees, working parties or scientific forums relevant to the scientific discipline at a local, national and international level
- Ensure that building maintenance programs for the Gilles Plains and Windarra Farm properties are properly implemented in a timely manner
- Participate in special projects to continuously improve processes, tools, systems and organisation.
- Provide employees with safe work practices and ensure that their welfare is secured.
- Participate in the implementation of the Institute's Work, Health and Safety Management System and related laws, regulations and guidelines
- Ensure that duties are performed in keeping with the principles outlined in SAHMRI's Vision, Mission and Values and the Code of Conduct Policy.

SPECIAL REQUIREMENTS

- Some out of hours work is required, including weekends and public holidays, especially a high level clinical service to researchers and their animals
- Irregular intra and interstate travel will be required
- Manual handling of animals and Q Fever vaccination is required.
- This position requires a pre-employment medical examination to determine suitability for the physical requirements of the role.
- This position will require a valid police clearance prior to the appointment.



Person Specification

QUALIFICATIONS

- Degree in Veterinary Science and registered with the SA Veterinary Surgeons boards is essential.
- PhD or equivalent in relevant scientific research field is essential.
- Formal post-graduate management training is preferred.

EXPERIENCE, KNOWLEDGE AND SKILLS

- Proven leadership in initiating and managing complex research programs.
- Evidence of high quality published research output.
- Proven record in conducting, analysing and interpreting research.
- Demonstrable experience in attracting external funds at a National level to enhance the facilities and services provided by the Veterinary Services
- Experience in and understanding of human and financial resource management
- Current knowledge of legal, moral, and scientific principles of the use of animals in research
- Acknowledged leadership in Laboratory Animal Science (and its application to the animal research facilities of SAHMRI)
- Demonstrated outstanding oral and written communication skills and attention to detail.
- Able to effectively communicate at all levels.
- Understanding of the principles of effective team leadership and team management techniques.
- Commercial acumen.
- Well-developed analytical and negotiation skills
- Results driven.
- Proven ability to implement and manage change positively
- Effectively identify, manage and resolve conflict
- Support SAHMRI's commitment to reconciliation and acknowledge the importance of working in partnership with Aboriginal and Torres Strait Islander People
- Able to demonstrate the following SAHMRI Values and Culture:
 - **Excellence** – Bold, Driven, Dynamic
 - **Innovation** – Persistent and Focused
 - **Courage** – Collaborative and Enabling
 - **Integrity** – Embrace Diversity, Demand Equity
 - **Teamwork** – Friendly, Fast, Flexible, Fun
- **Licences**
Current Driver's Licence