

## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Histology Technician
<b>CLASSIFICATION:</b>	RES 2.1 \$55,943 to RES 2.4 \$59,366
<b>SUPERANNUATION:</b>	At the superannuation guarantee rate, currently 10.5%
<b>SALARY PACKAGING:</b>	\$18,550, inclusive of \$15,900 for general living expenses and \$2,650 for meals and entertainment
<b>ROLE:</b>	Full time (36.25 hours per week)
<b>LOCATION:</b>	East Melbourne with flexibility to work from home two days per week

### About us

The Bionics Institute is an internationally recognised, independent medical research institute that solves medical challenges with technology. We lead the world in the research and development of innovative medical devices and therapies to improve human health. Our multidisciplinary team comprises world-class scientists, engineers and researchers, and our laboratories are located in St Vincent's Hospital Melbourne, close to our clinical collaborators.

Together we transform the lives of people with a range of conditions, including Alzheimer's disease, hearing impairment, Crohn's disease, Parkinson's disease, stroke, arthritis, and diabetes.

### Our Work

Medical bionics is an exciting area where biology, medicine and engineering intersect. It demands people with an innovative and pioneering approach and a common goal of improving the lives of people with chronic and debilitating conditions. To enable effective cross disciplinary research, improve our capabilities and maintain and enhance critical skill sets, the Bionics Institute utilises a "Capability Pillars" model of functional expertise accessible by all projects. Capability Pillars are led by team leaders tasked with maintaining critical mass and expertise within each pillar as required.

The Histology In-vitro Team (HIT) is a key capability pillar within the Bionics Institute. This group provides histological and in-vitro support and analysis for all the pre-clinical animal models used at the Bionics Institute. This capability pillar ensures the provision of outstanding technical expertise and timely staff training for all histological processing and analytical requirements.

### About the role

The incumbent will be required to work as part of a multi-disciplinary research team and responsibilities will include the collection and analysis of histological and in-vitro data as well as providing technical support for laboratory-based duties.

### Key responsibilities

#### Core responsibilities:

- Collect and analyse data under direction from senior staff. This will include collection of tissue (perfusions); histological preparation of tissue specimens (fixation, sectioning and storing); digital image capturing and analysis of histological data.
- Provide technical assistance in the laboratory including tissue preparation; operation of specialised histological equipment and image analysis software; laboratory and equipment maintenance and ordering of consumables.
- Contribute to data management – Organises and maintains histological data such as laboratory notebooks, tissue, slides and electronic data.

#### Additional responsibilities:

- May undertake technique development for new histological techniques and forms of analysis, including writing SOPs and training staff and students in performing these techniques.
- Any other duties as reasonably directed by the Histology and In-vitro Team Leader

### Core Competencies for the Role

#### Task complexity

The incumbent will be given work that is generally repetitive and follows a standard method, but the details of each task may vary slightly. They should be able to resolve difficulties by applying knowledge of established principles, practices, or procedures.

#### Knowledge required

Knowledge of materials, equipment and processes Knowledge of work area including the functions that are carried out by the area and the people relevant to the workgroup functions.

#### Level of supervision and independence

The incumbent will be told in either broadly or in detail what tasks to do, generally how to do them and when to have them completed. Depending on the level of appointment, they may be required to assist in the supervision of students and staff working as part of the research team. They will be required to regularly liaise with their supervisor on the basic focus of the research and any changes in direction that may be required arising from research developments.

#### Judgement and problem solving

The incumbent will be expected to solve simple problems as part of the research team with reference to established techniques and practices. They will also be required to exercise sound judgement and critical thinking in areas such as collecting and analysing data.

#### Organisational relationships and impact

Position holder provides basic information to others and follows standard processes and procedures. Positions at this level do not assert influence over other positions or

employees. The impact of procedures on other people or work areas is the concern of more senior employees.

### **Selection Criteria:**

#### **Essential:**

- Experience in a research or laboratory environment.
- Diploma of Laboratory Technologies or an Undergraduate degree in a relevant field or equivalent combination of education and relevant experience (i.e. pathology testing or histology).
- Ability to work as part of a multi-disciplinary team with effective communication skills.
- Strong problem-solving skills and the ability to use initiative and exercise sound judgement and ability to prioritise workload during busy periods.

#### **Desired:**

- Knowledge of or experience in immunohistochemistry and histopathology.
- Experience in image analysis software such as FIJI/ImageJ.

**Additional Requirements:** Prior to any offer being made, all preferred candidates will be required to provide:

- a national police check via Fit2Work;
- evidence of being fully vaccinated against COVID-19; and
- evidence of holding the legal right to work in Australia with no restrictions.

### **Application Process**

If you believe you have the attributes to be an integral part of the team, please submit your application by clicking 'Apply for Job' and include a CV and a brief cover letter (max 2 pages) that addresses the selection criteria

### **Our Commitment to Diversity, Equity, and Inclusion**

As our research transforms the lives of people across all walks of life, we recognise that a diverse, engaged, and united team makes us stronger.

We therefore hire qualified people from all different backgrounds and experience levels. We encourage candidates to speak with a member of our HR team if you require adjustments to our recruitment process to support you, and the type of working arrangements that would help you thrive.

**Applications Close:** 14 / 02 / 2023 at 11.59 pm. However, applications will be considered as received, and the position may be filled ahead of the closing date.

A full position description is available on the Bionics Institute's website:

<https://www.bionicsinstitute.org/about/work-with-us/> If you have further questions about this opportunity, please contact a member of our HR Team on [HR@bionicsinstitute.org](mailto:HR@bionicsinstitute.org).