# Position Details

## Administrative Services- CSOF6

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Business Development Manager |
| Job Reference | 90490 |
| Tenure | Specified term of 3 years |
| Salary Range | AU$121,455 to AU$142,321 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane or Canberra (preferred), other capital cities considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Business Development and Global Director, Agriculture and Food |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Justin Harsdorf via email at Justin.Harsdorf@csiro.au |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

The role of Business Development (BD) Manager in CSIRO is to work in partnership with our science community to support and enable the effective delivery of science outcomes through external engagement, including market validation, managing the customer engagement process, opportunity development and pipeline build, business model development, and delivering strategic partnership and commercial outcomes.

The BD Manager will report to the Business Development & Global (BD&G) Director within the Agriculture and Food (A&F) Business Unit (BU). More information available at [www.csiro.au/en/work-with-us/industries/agriculture](http://www.csiro.au/en/work-with-us/industries/agriculture).

The role will require building and monitoring a range of internal and external relationships that support the delivery of A&F and CSIRO strategic objectives. The BD Manager facilitates close collaboration with internal stakeholders and customers to identify and close strategic business deals.

### Duties and Key Result Areas:

* Working with science teams to continue to build and maintain an up-to-date pipeline of industry engagement and commercial opportunities, ensuring accurate forecasting and rigorous follow-up to drive achievement of science impact and revenue targets.
* Developing and managing a portfolio of industry, Government (State and Federal) and external stakeholder relationships aligned to the BU and CSIRO strategy, business plans, commercialisation and impact objectives.
* Lead, coordinate and close large and complex R&D programs of national significance across CSIRO with multiple partners aligned to the BU and CSIRO strategy.
* Developing a strong knowledge of both CSIRO and A&F BU strategies, policies, processes, systems, and tools that are relevant to BD. Using this knowledge to champion their application in areas such as strategy and program development, operational planning, governance, and pipeline management.
* Striving to continuously gain deeper insight into the relevant industry, agriculture and environment sector, its needs, pain points, and emerging opportunities. Using this knowledge to help shape CSIRO’s engagement with our stakeholders and customers to guide BD and commercial outcomes.
* Proactively creating a portfolio of ‘trusted advisor’ relationships with key internal stakeholders and utilising these relationships to support BD activities and objectives.
* Where applicable - represent CSIRO at conferences, trade fairs and exhibitions. Coordinate and host visits from external organisations interested in collaboration with CSIRO.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Take on additional responsibilities as directed by the BD&G Director.

## **Required Competencies:**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.
* **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. Tertiary qualifications in a relevant area, such as Science, Business, Management, or equivalent management/leadership experience including industry knowledge and business development experience in the area of Agriculture or Environmental Science.
2. Excellent communication (including presentations, proposals and tenders) interpersonal and negotiation skills, including experience working with science or commercial staff and a proven ability to work with and influence different stakeholders in a team environment.
3. Demonstrated ability to lead, co-design and coordinate large and complex programs of work, including the ability to facilitate and drive collaboration across CSIRO research teams, national R&D providers, Federal and State government and the agricultural sector.
4. A history of growing and converting a high quality opportunity pipeline through the development and implementation of a business development strategy that strongly aligns with organisational aims and objectives.
5. Strong problem solving skills, flexibility in thinking, including the ability to anticipate, manage and develop appropriate solutions to complex problems, effectively manage ambiguity and readily adapt to changing circumstances.

***Desirable Criteria:***

1. Demonstrated experience in providing BD leadership, developing strategy and delivering beneficial growth and change for organisation.
2. Demonstrated success in working with the Agribusiness sector in delivering technologies to market.
3. Experience with business model development (lean canvas, business model canvas), commercialisation pathways, innovation or technology deployment.
4. Previous experience with CRM, specifically Microsoft Dynamics.

Special Requirements

Australian Drivers licence.

Appointment to this role is subject to provision of a national police check and may be subject to other security/medical/character requirements.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation. We expect our employees to demonstrate behaviours aligned to our values of:

• People First

• Further Together

• Making it Real

• Trusted