# Position Details

## General Management – CSOF8

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| The following information is for applicants | |
| Advertised Job Title | General Manager – Missions (GM Strategic Partnerships & Programs) |
| Job Reference | 70421 |
| Tenure | Specified Term of 36 months, Full-time |
| Salary Range | Attractive salary package offered |
| Location(s) | Sydney, Melbourne or Canberra preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Executive Director Growth |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 5-6 plus dotted line reporting of 12 Mission Leads |
| Enquire about this job | Contact Nicole via email at nicole.poole@csiro.au or phone +61 2 9490 5618 |
| 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

CSIRO has embarked on a Missions program to accelerate our capacity to solve the greatest challenges at scale through collaborative programs enabled by investments in digital, future science and tech, data and our people. These major scientific and collaborative research programs are aimed at making significant breakthroughs. These will be large-scale collaborative missions which will amplify our nation’s capacity to solve the greatest challenges and accelerate the pace and scale at which we can solve each challenge and unlock a better future for our community, our economy and the planet.

The role of General Manager – Missions is to provide leadership to the streams within the program and drive the organisation shift required scale up the Missions Program. This role requires a strong leader with a demonstrated ability to work across the organisation and provide a compelling vision to drive organisation change. They will be an impact driven, entrepreneurial and collaborative leader who can influence and align multiple teams to achieve strategic objectives. This role will be a key member of the CSIRO Leadership Team.

### Duties and Key Result Areas:

* Provide leadership to the Mission streams across the program to ensure consistent messaging, delivery of milestones, central coordination and assistance to remove organisational blockers.
* Represent the program externally as required.
* Provide regular updates and progress reports to the CSIRO Board and Executive Team
* Work to resolve issues affecting delivery within streams.
* Communicate frequently and effectively across the organisation, translating the goals of the program to staff and leaders to gain acceptance and realise the aims of our missions.
* Work closely with each of the stream leads to deeply understand the stream goals and be a champion for each of the streams. Build credibility with scientists in order to guide them towards the common strategic objectives.
* Work with the Stream Leads to ensure that capability and resources are effectively prioritised and deployed to meet current and future requirements.
* Be responsible for providing high-level strategic and tactical advice, and managing organisational compliance with financial, legal and statutory responsibilities with significant organisational implications.
* Under broad guidance, involve staff and clients in proactively setting strategic directions aligned with the Organisation’s direction, developing strategic proposals, and having a leading role in the promotion and facilitation of their implementation.
* Share expertise and develop the professional skills of others, manage senior staff who are often acknowledged experts in their own field, and take responsibility for fostering an environment in which staff can achieve their full potential, aligning their career aspirations and the Organisation’s needs.
* Make representations on behalf of CSIRO to industry and the Government, lobby key influencers and market CSIRO’s capability to ensure the Organisation is well placed to meet its objectives.
* When involved in commercial activities act as a broker, developing opportunities for multi-Business Unit and collaborative projects with other research agencies.
* Use your understanding of CSIRO’s business and knowledge of the market to identify and exploit business opportunities of strategic significance, including the development of new business and negotiating complex deals for new and developing products and process, ensuring that CSIRO’s position is both protected and advanced, for the benefit of Australia’s economy, society and/or the environment.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Required Competencies:**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build organisational interaction across CSIRO.
* **Influence and Communication:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
* **Resource Management/Leadership:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. Highly developed collaboration and engagement skills including guiding, influencing and developing relationships and the ability to unite disparate groups.
2. Strong leadership skills that demonstrate the ability to lead and direct through influence, particularly in leading staff who are not direct reports. Ability to create an effective work culture with multi-disciplinary teams in a complex and geographically dispersed organisation.
3. Demonstrated entrepreneurial initiative including developing strategy, business acumen, project management and strategic portfolio development.
4. Evidence of strong internal and external stakeholder engagement and relationship building to meet strategic objectives, supported by established relevant networks.
5. Demonstrated ability to proactively identify, build and develop a portfolio of commercial relationships, negotiate, secure investment and revenue pipelines that support delivery of impact objectives and meet current and future revenue goals.
6. Proven ability to work with ambiguity and bring clarity to complex issues.
7. Sound understanding of scientific research programs and public/private partnership models pertaining to CSIRO operations. Market intelligence and understanding of the science domain.

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## **About CSIRO:**

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