



Australia's National  
Science Agency

# Digital Product Strategy Lead - Digital Office, Digital, National Facilities & Collections, CSIRO

## Information for applicants

### **Acknowledgement of Country**

In the spirit of reconciliation, CSIRO acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today. View our [vision towards reconciliation](#)

### **Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](#).

# About CSIRO

## Australia's national science agency



One of the world's largest multidisciplinary science and technology organisations



5,672+ dedicated people working across 53 sites in Australia and globally



State-of-the-art national research infrastructure



We delivered \$10.2 billion of benefit to the nation in FY22

*At CSIRO (Commonwealth Scientific and Industrial Research Organisation), Australia's premier research body and National Science Agency, we do the extraordinary every day. We're a powerhouse of ideas, technologies and skills for building prosperity, growth, health, and sustainability for our customers, all Australians, and the world. [csiro.au](https://www.csiro.au).*

CSIRO is one of the world's largest and most successful publicly funded research and development organisations and also one of the most multidisciplinary mission-driven research agencies in the world.

CSIRO solves the greatest challenges through innovative science and technology, and we are committed to complementing our world-class science capabilities with outcome-focussed research to generate and deliver economic, environmental, and social benefits for Australia in a global context.

CSIRO is also Australia's most trusted research institution and most connected innovator, working with most Australian universities, government and non-government agencies and major Australian industries to co-create commercialisation outcomes that deliver impact and create science-driven technologies and economic value and a better future for all Australians.

Our collaborative research turns science into solutions for food security and quality, clean energy and resources, health and wellbeing, resilient and valuable environments, innovative industries, and a secure Australia and region, securing our future national prosperity as well as environmental and social benefits.

# CSIRO Strategy & Values

Our purpose is to solve the greatest challenges through innovative science and technology

## The challenges we are solving

Health and wellbeing	Enhance the health of Australians through preventative, personalised, biomedical, and digital health services.
Food security and quality	Achieve sustainable security through new AgriFood products, technology and innovation for Australia.
A secure Australia and region	Help safeguard Australia from threats (terrorism, regional instability, pandemics, biosecurity, disasters and cyber-attacks).
Resilient and valuable environments	Enhancing the resilience, sustainable use and value of our environments, including by mitigating and adapting to the impacts of climate and global change.
Sustainable energy and resources	Build competitiveness, sustainability and security of our energy and minerals resources while heading to Net Zero.
Future industries	Help create Australia's future industries and jobs by collaborating to boost innovation performance and promote STEM skills.

## Our objectives to deliver

Deliver impact through innovation	Advance Australia's commercialisation of science and deliver new value from digital innovation.
Purpose driven science and technology	Deliver impact at-scale aligned with the challenges we are solving and the portfolios of research directed to them. Invest in the right future science and technology to solve tomorrow's challenges.
Engage and empower talent	Attract world-class talent and strengthening our nation's STEM pipeline. Build a culture that makes us an employer of choice and operate in an adaptable, resilient and responsive way.
Build collaborative networks	Share our world-class national labs and facilities with industry, universities and government and harness the power of our diverse relationships for better outcomes.

Our vision is to create a better future for Australia

Our values underpinning how we work

Making it real

Trusted

People first

Further together

*CSIRO's values are more than just words. They represent what is unique and special about CSIRO. Our values underpin not just the work we do, but how we do it, and how we interact with our colleagues and the diverse range of partners we collaborate with every day.*

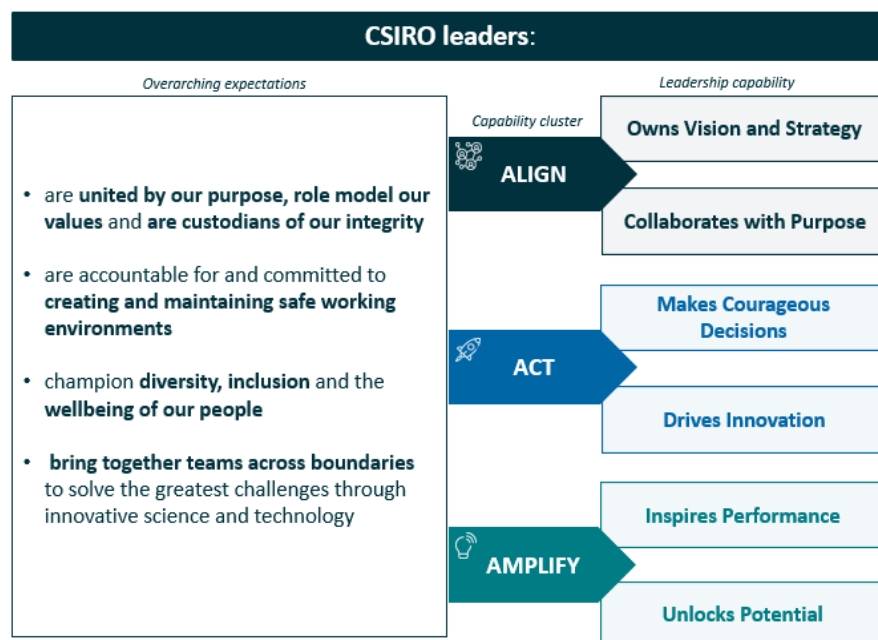
Please follow this link to view CSIRO's values - CSIRO



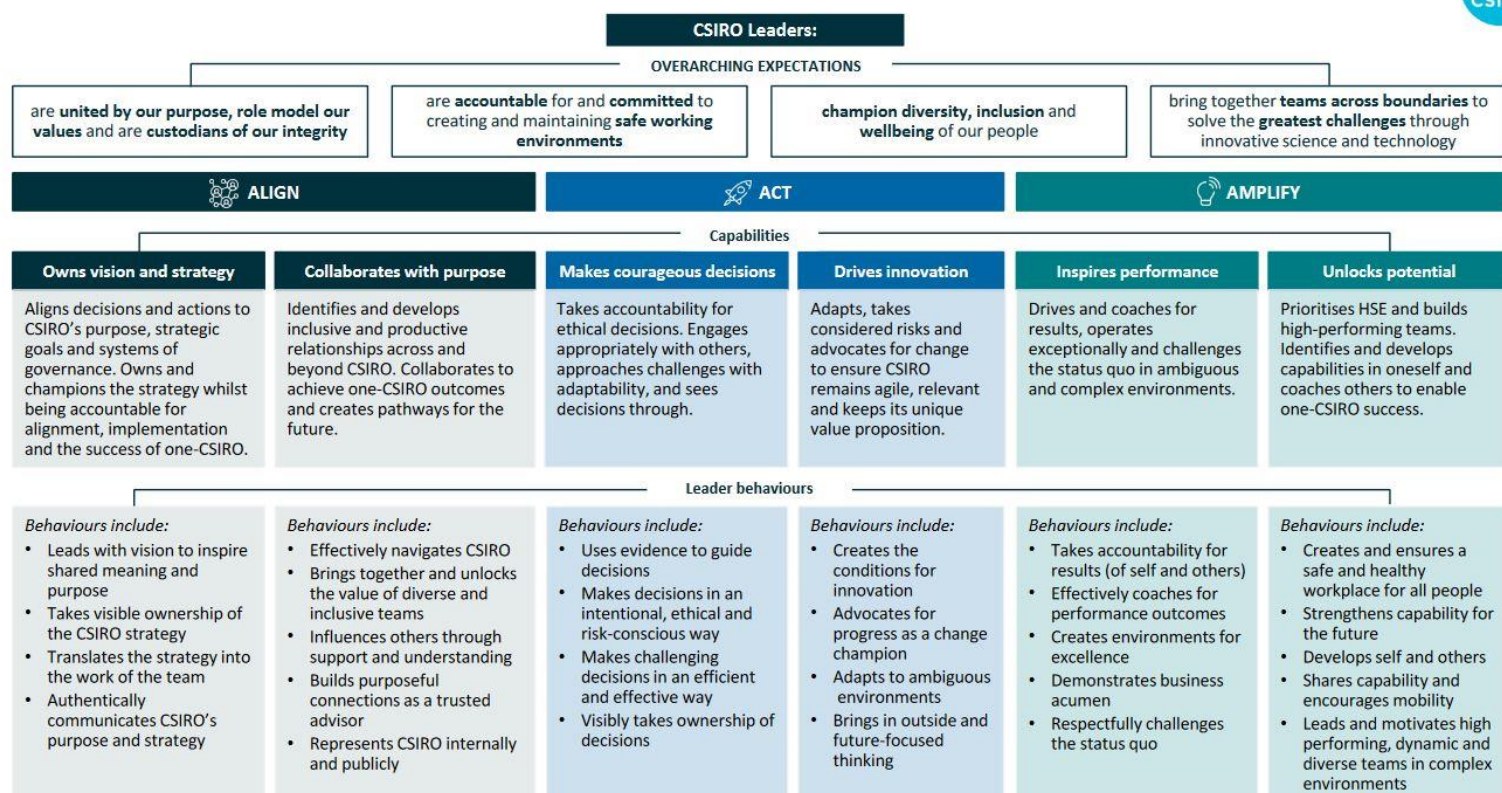


# Leading@CSIRO Framework

The Leading@CSIRO Framework (below) outlines what is expected of all CSIRO leaders.



## Leading@CSIRO framework



# About the Digital Office

CSIRO's Digital Office is a newly created Business Unit under the leadership of the Chief Digital Officer (CDO). The CDO's role is to spearhead CSIRO's digital ambition and lead CSIRO to become an insight-driven organisation that leverages the power of data. There is a strong focus on uplifting strategy, governance, and capability in the areas of digital transformation, digital products, and data.

## About the Role: Digital Product Strategy Lead

*This is a newly created role for CSIRO and an exciting opportunity to join CSIRO's new Digital Office.*

### Position Details

<b>Tenure</b>	Specified Term – 3 years, Full-time
<b>Salary Range</b>	Attractive salary package negotiable for the right candidate + up to 15.4% superannuation.
<b>Location</b>	The role can be based at any Australian CSIRO capital city site office.  (With the flexibility to balance time between home / office and with a willingness and ability to travel interstate and, if required, internationally as required).
<b>Relocation Assistance</b>	Will be provided to the successful candidate if required.
<b>Applications are open to</b>	Australian / New Zealand Citizens and Australian Permanent Residents.
<b>Position reports to the</b>	Chief Digital Officer – Rebecca Ostergaard
<b>Client Focus – Internal</b>	70%
<b>Client Focus – External</b>	30%
<b>Number of Reports</b>	0



## Role Overview

Reporting to the Chief Digital Officer, the Digital Product Strategy Lead is responsible for leading the development and execution of the digital product strategy, supporting CSIRO's ambition to harness our science, unique data sets, and advanced technologies to create impactful digital and data products.

The digital product strategy will delineate the role of digital products in support of CSIRO's purpose - solving the greatest challenges through innovative science and technology. It will address the balance of commercialisation and societal impact, based on an understanding of our strategic objectives, stakeholder needs, market dynamics, and potential for scientific impact. The strategy will support decision making within the organisation about which products to develop, and why, and will be underpinned by a suite of innovative business and partnership models developed by the Digital Product Strategy Lead that enable effective delivery of technologies to markets and partners.

Moreover, the Digital Product Strategy Lead will support institutionalising effective and consistent product development methodology, selection and use of platforms for product dissemination (including marketplaces), cultivating a culture of innovation, quality, and customer-centricity.

The Digital Product Strategy Lead will exemplify exceptional engagement and relationship management skills. They will be at the forefront of fostering collaborative partnerships within the organisation, aligning multiple interests and perspectives into a unified product strategy.

A strong ability to build trust, influence diverse stakeholders, and negotiate complex scenarios will be key to success. As the CSIRO's product strategy leader, they will



champion transparency, open communication, and inclusive decision-making, strengthening our reputation as a reliable, responsive, and innovative partner.

## Duties and Key Result Areas

- Be a senior member of the Digital Office and provide organisation wide leadership to improve our practices, processes and decision making in relation to digital and data products in our science domains.
- Develop and execute a digital product strategy which addresses decision making in the product life cycle, standardising practices and commercialisation models.
- Collaborate with science BUs, other government agencies and government departments to develop products for the public good/scientific research in support of the digital product strategy.
- Engage cross-functionally across science and enterprise domains to encourage knowledge-sharing and collaboration.
- Understand and build on existing product capabilities and practices to create an enterprise-wide approach to product development.
- Build commercial acumen and uplift organisational capability to develop and commercialise strategically valuable digital products more effectively.
- Form partnerships and collaborate with science Business Units and other functions, such as Digital Leads and Business Development and Commercialisation, to deliver outcomes for the organisation.
- Identify, and where appropriate, act on trends of significance, developing and introducing strategies that position CSIRO to deal with the challenges ahead.
- Proactively develop strategic proposals and have a lead role in promoting and facilitating their effective implementation in order to initiate and implement organisational change.
- Make representations on behalf of CSIRO to industry and the government and build collaborative, professional networks nationally and globally to benefit CSIRO's standing as a provider of digital products.
- Work collaboratively as part of a multi-disciplinary, regionally dispersed network of teams.
- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
- Other duties as directed.



## Selection Criteria

### Essential

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

- Experience in establishing visionary strategies and making them operational.
- Proven experience in sustainably mobilising and/or commercialising digital products at scale.
- Demonstrated track record in digital product management and developing enterprise strategy for digital product development.
- Action-oriented with high self-motivation and ability to work in a large, matrixed organisation.
- Exceptional written and oral communication skills for both technical and non-technical audiences.
- Proven record of leadership that has contributed to or defined policy direction and strategy.
- Proven ability to foster effective relationships and ensure alignment between stakeholder needs and CSIRO's objectives.
- A university degree and/or significant professional experience in product management, technology business development, or innovation in a technical environment.



## Required Competencies

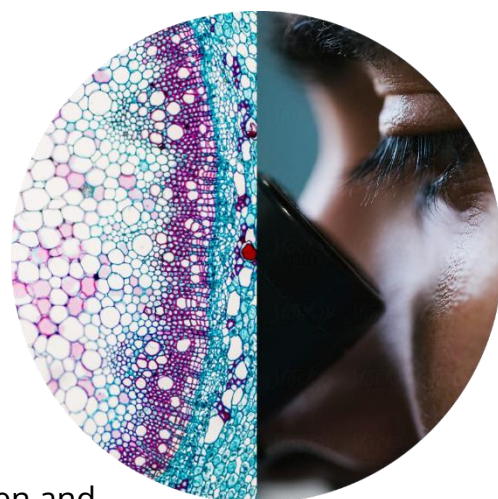
- **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build organisational interaction across CSIRO.
- **Influence and Communication:** Uses complex influencing strategies, 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.

## Flexible Working Arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. Work life balance.

## Diversity and Inclusion

We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. We are committed to the safety and wellbeing of all children and young people.



# Special & Essential Requirements

The successful candidate will be required to undertake a National Police Clearance or equivalent as well as other potential background checks as required (e.g. baseline security clearance, medical, character clearance requirements). Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## Eligibility

Applications for this position are open to Australian / New Zealand Citizens and Australian Permanent Residents.

## To Apply

As part of the application process, we ask that candidates provide the following:

- **Curriculum Vitae** - outlining relevant aligning career experience and key achievements.
- **Cover Letter or Executive Summary** - outlining the motivation for applying and a high-level snapshot of relevant aligning capabilities and experience. This document should not be longer than two pages.

CSIRO is a values-based organisation. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

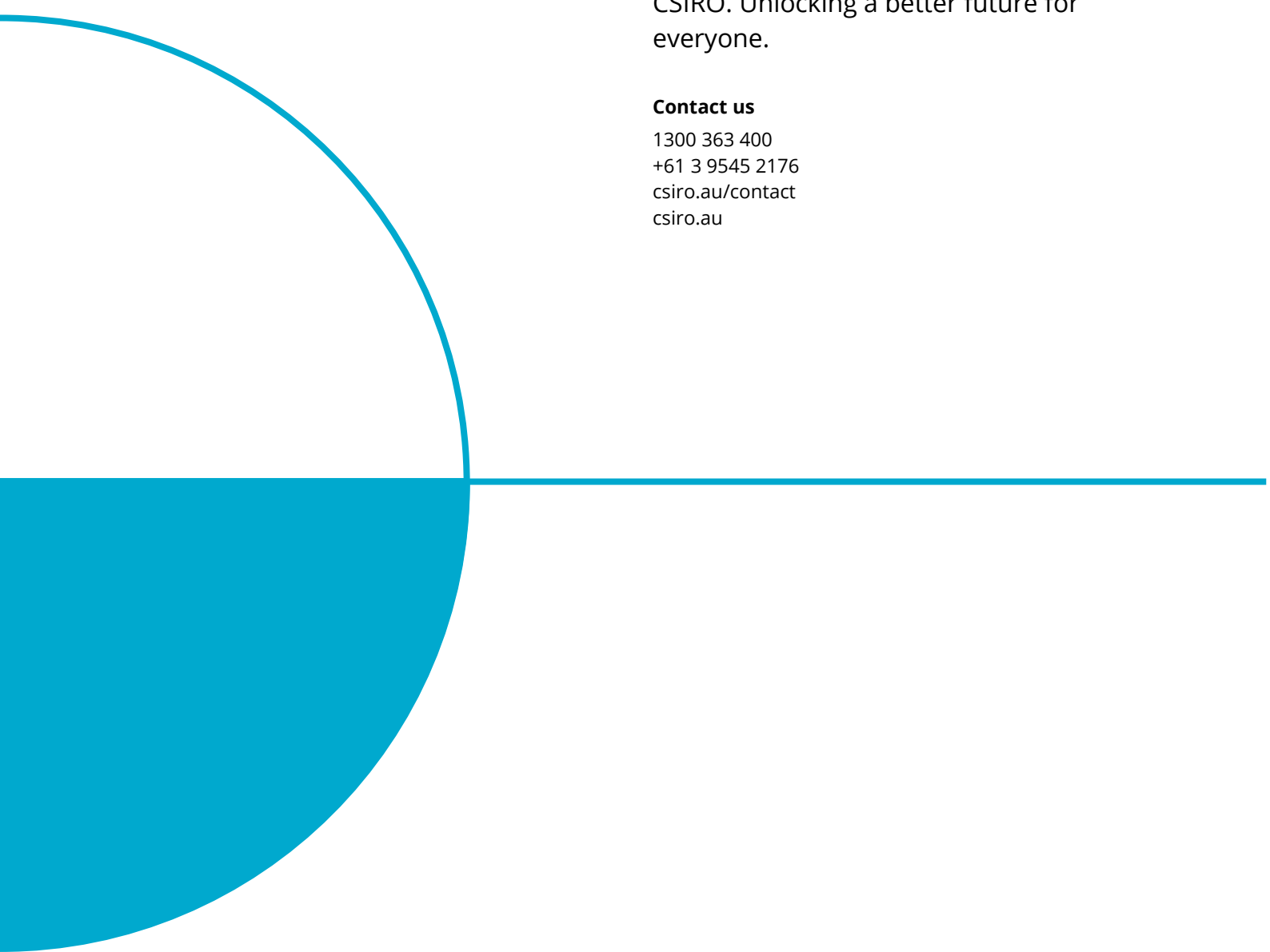
- **People First**
- **Further Together**
- **Making it Real**
- **Trusted**

**For any questions not answered in this document, please feel free to contact:**

Melanie Pecanek  
Executive Talent Acquisition Business Partner  
0487 373 780  
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**Applications close 11:59pm Australian Eastern Standard Time, 1<sup>st</sup> October 2023**

*We encourage early applications as we reserve the right to close the advertising early if we find our desired candidate.*



**As Australia's national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.**

CSIRO. Unlocking a better future for everyone.

**Contact us**

1300 363 400  
+61 3 9545 2176  
[csiro.au/contact](https://csiro.au/contact)  
[csiro.au](https://csiro.au)