



Australia's National
Science Agency

Program Director, Australia Telescope National Facility (ATNF) Technologies, 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

CSIRO (Commonwealth Scientific and Industrial Research Organisation), is Australia's premier research body and National Science Agency. We solve the greatest challenges through innovative science and technology to build prosperity, growth, health, and sustainability for our customers, all Australians, and the world. 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, with 6,316 people, 49 sites throughout Australia and 2 globally.

CSIRO solves the greatest challenges through innovative science and technology, and we are committed to complementing our world-class science capabilities with outcome-focused 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

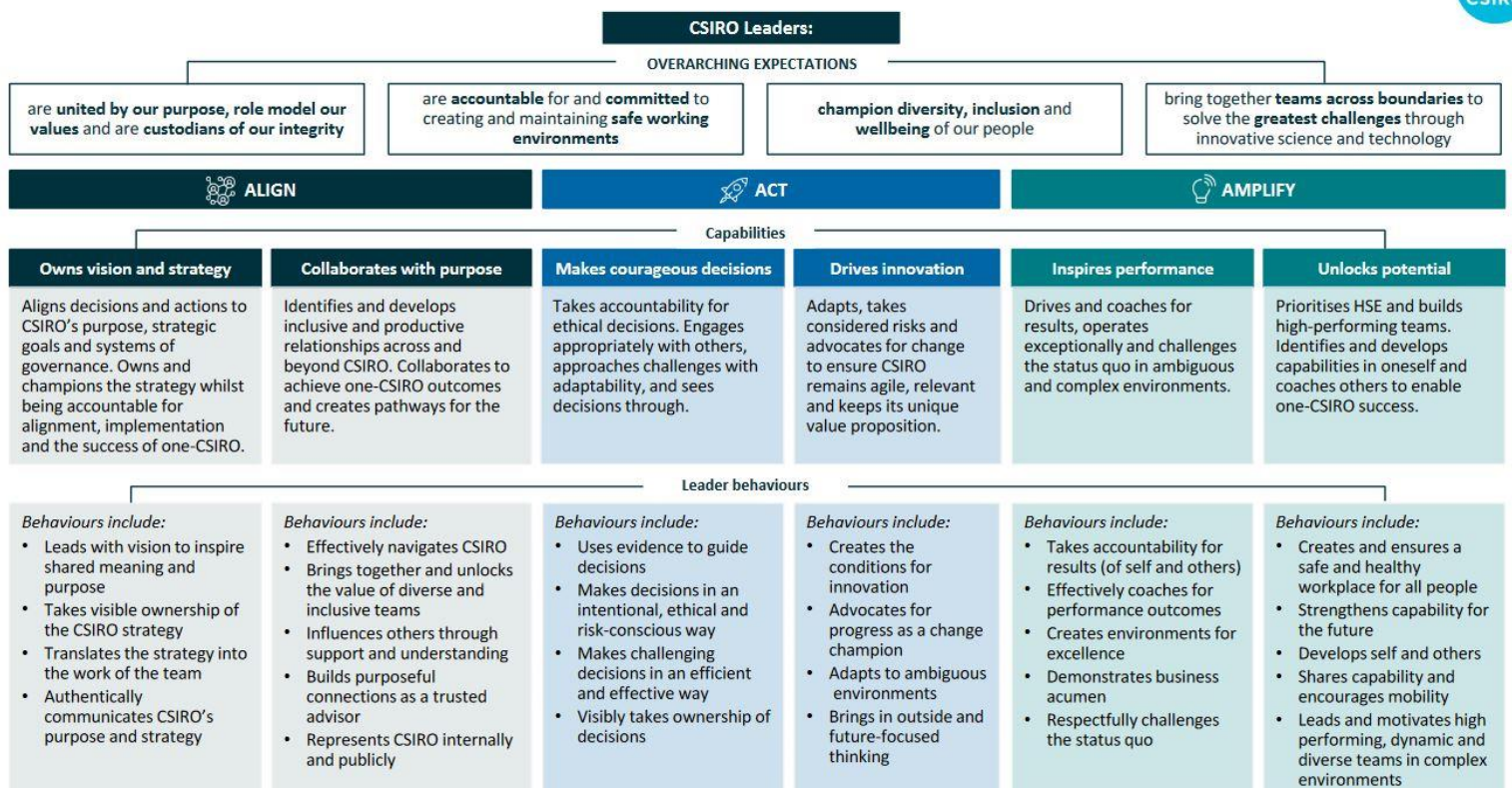
Further together

CSIRO's values are more than just words. They represent what is unique and special about CSIRO and 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. CSIRO's values - CSIRO

Leading@CSIRO Framework

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

Leading@CSIRO framework



About CSIRO's Space & Astronomy Business Unit

Our expertise is in understanding the Universe, including observing Earth from space. Through our Space and Astronomy business unit we operate world-class national facilities for radio astronomy, spacecraft communications and tracking, and collecting satellite-derived data about Earth, for customers from across Australia and the world.

Our core business is:

- Managing the Australia Telescope National Facility, or ATNF, which is used by astronomers in Australia and around the world. The ATNF includes Murriyang, our 64-m Parkes radio telescope on Wiradjuri Country, Australia Telescope Compact Array on Gomeri Country, ASKAP telescope on Wajarri Yamaji Country, and a virtual telescope called the Long Baseline Array.
- Developing new receiver and data processing technologies for our own and other leading international radio telescopes.
- Doing world-class observational radio astronomy and astrophysics. Our research spans the study of pulsars and transients, our own galaxy the Milky Way, the nearby Universe, and the distant Universe.
- Contributing to the development of the international SKA project including as operations partner to the SKA Observatory in Australia, manager of the site on Wajarri Yamaji Country on which the SKA-Low telescope will be built, and designer of critical systems and components for the SKA-Low telescope.
- Operating NASA's Canberra Deep Space Communication Complex and the European Space Agency's New Norcia ground station. These are essential for tracking and communicating with spacecraft exploring our Solar System and beyond.
- Facilitating access to satellite-derived data about Earth, including via the NovaSAR-1 satellite, which is used by researchers and natural resource managers to monitor and respond to environmental change.
- Coordinating CSIRO's development of technologies and capabilities to support the space sector and grow Australia's space industry.
- Leading the design and development of the AquaWatch Australia Mission, a 'weather service for water quality' to help safeguard freshwater and coastal resources in Australia and around the world.
- Running astronomy education programs, which are supporting teachers and students to learn about science and the Universe.

Find out more here: [Space and Astronomy](#)



About the Role: Program Director, ATNF Technologies

Position Details

Tenure	Specified Term – 3 years, Full-time, with possibility of an underlying substantive position.
Salary Range	Attractive salary package negotiable for the right candidate + up to 15.4% superannuation.
Location	The role is based at the Marsfield office in Sydney. (With the flexibility to balance time between home / office and with a willingness and ability to travel interstate and, if required, internationally).
Relocation Assistance	Will be provided to the successful candidate if required.
Applications are open to	All Candidates who meet the requirements of the role. VISA sponsorship will be provided as required.
Position reports to the	Science Director, Space & Astronomy
Client Focus – Internal	70%
Client Focus – External	30%
Number of Direct Reports	5-10

Role Overview

The Australia Telescope National Facility (ATNF) is operated by CSIRO within its Space and Astronomy business unit. ATNF includes the Australian SKA Pathfinder (ASKAP), the Australia Telescope Compact Array and the Parkes Telescope, and carries out associated instrumentation, technology development and research programs.

As Program Director, you will set the direction for a technology development capability aimed at discovery and innovation in radio astronomy with the ATNF and other telescopes globally. Attracting, retaining, empowering, and developing world class engineers and researchers, you will implement this strategy through a portfolio of technology and instrumentation projects. You will foster a safe and creative environment for a team of approximately 70 people.

As a member of the Space and Astronomy Executive, you will work with the heads of the ATNF Science and Operations programs and other senior leaders to deliver outcomes that support outstanding research and innovation in radio astronomy with the ATNF telescopes.

Duties and Key Result Areas

- Set direction for and manage a world-class team whose technical and scientific expertise is critical for the development and implementation of next generation radio astronomical facilities, including the SKA.
- Build strategic relationships with astronomy institutes worldwide.
- Attract, develop and support staff from a diverse range of backgrounds.
- Foster a creative culture that supports excellence in research by program staff.
- Manage the technologies program within budget and ensure that reporting is timely and informative.
- Manage the successful delivery of a portfolio of projects for internal stakeholders and external customers (e.g. university partners).
- Manage the financial resources and ensure a sustainable pipeline for the technologies program.
- Actively promote an inclusive, safe and environmentally sustainable workplace.
- 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.
- Work collaboratively as part of, and managing, a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO's scientific objectives.

- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
- Other duties as directed.



Selection Criteria

Essential

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

- A PhD (or an equivalent combination of qualifications and research experience) in a relevant science or technology field, ideally radio astronomy; combined with managerial qualifications or significant relevant scientific leadership experience.
- An established international reputation in your field of astrophysics research or instrumentation.
- Ability to develop instrumentation and science strategy, and to translate strategy into implementation roadmaps.
- Demonstrated record of delivering cutting edge astronomical instrumentation.

- Demonstrated record of sound project and financial management practices.
- Demonstrated ability to attract, retain, empower and develop staff and to promote wellbeing and foster creativity in teams.
- Evidence of the ability to think critically, identify business issues, manage conflicts and allocate resources to meet both short and long term needs.
- Ability to engage with a broad range of stakeholders and build strategic collaborations.
- Demonstrated experience in strategic planning, organisational alignment and management of change.
- Demonstrated ability to lead with respect to Health, Safety and Environment and integrate this program into normal business processes.

Desirable

- Demonstrated expertise in computational software / firmware for astronomical data processing.

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 interactions across Business Units and the organisation.
- **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.

Special and Essential Requirements

The successful candidate will be asked to obtain a National Police Check or equivalent (and may be subject to other security/medical/character clearance requirements). Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

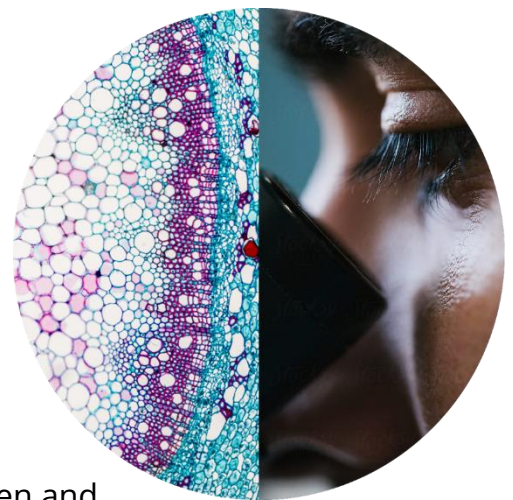
If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test: <https://ielts.com.au/>)

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.



Eligibility

Applications for this position are open to all Candidates who meet the requirements of the role and who are able to comply with the special and essential requirements listed above.

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**

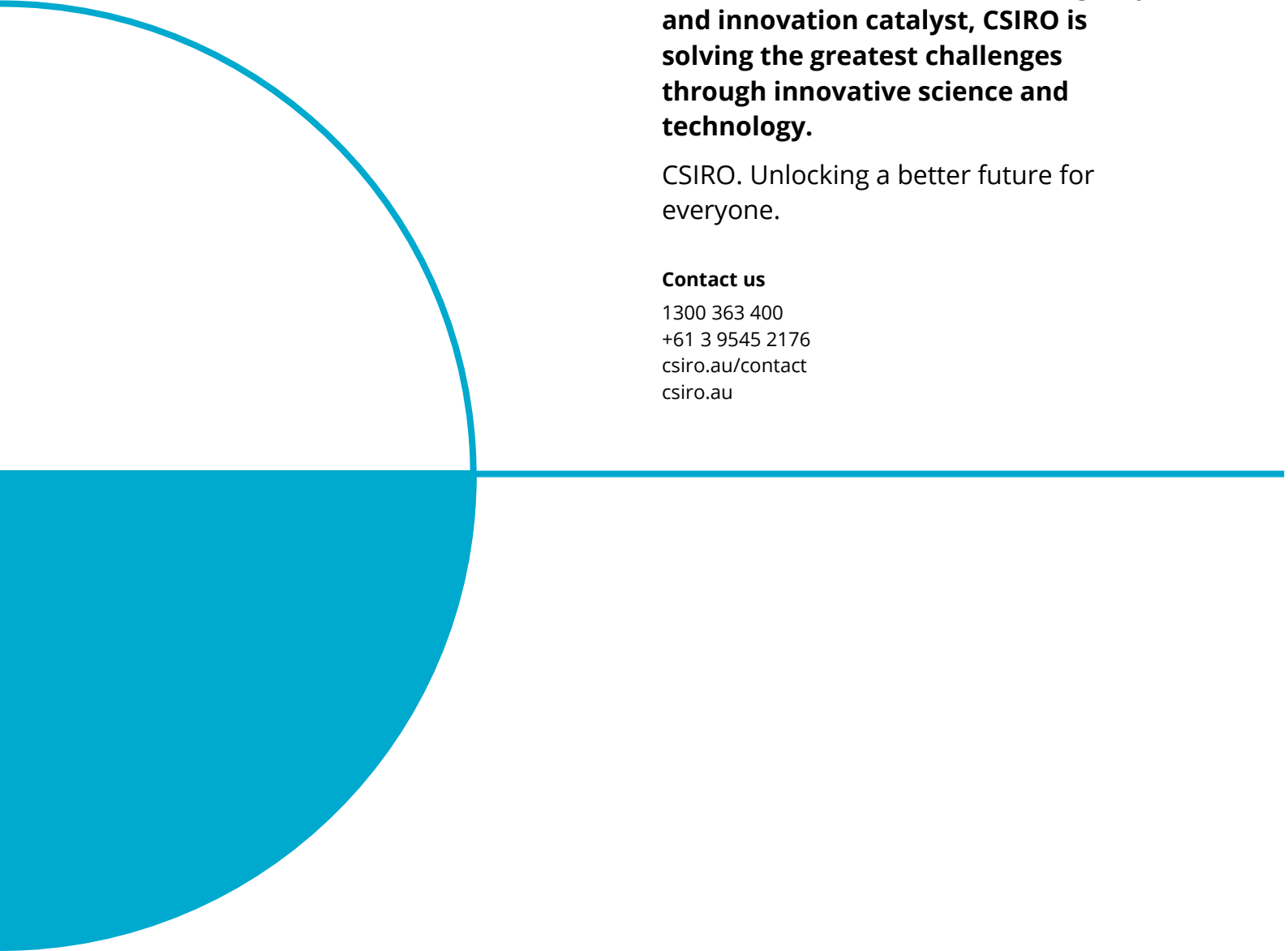
For any questions not answered in this document, please feel free to contact:

Melanie Pecanek
Executive Talent Acquisition Business Partner
0487 373 780
melanie.pecanek@csiro.au

Applications close 11:59pm Australian Eastern Standard Time, 14th January 2024

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
csiro.au