# Position Details

## Research Management- CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Research Director, Sustainable Mining Technologies (CSIRO Mineral Resources) |
| Job Reference | 98247 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | Attractive salary package to be negotiated |
| Location(s) | Pullenvale, Brisbane (QLD) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Research Unit Director, Mineral Resources |
| Number of Reports | 4 direct and ~80 indirect (within 3 Groups and 14 Teams). |
| Enquire about this job | Contact Vicki Ferrar via email at [Vicki.Ferrar@csiro.au](mailto:Vicki.Ferrar@csiro.au) or phone on 07 3214 2369 |
| 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. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### Role Overview

The CSIRO Mineral Resources Research Unit (‘CMR’ or ‘RU’) currently has an opportunity for an experienced technical professional to lead our ‘Sustainable Mining Technologies’ R&D Program as Research Director. The Research Director is a key member of the CMR Executive Team, along with four peers, who lead the other R&D programs (Discovery, Characterisation, Sensing & Sorting, and Processing), the RU Director, RU Deputy & Science Director, and a small number of support leaders. In addition to personal accountabilities within the Sustainable Mining Technology Program, the Research Director is expected to strongly collaborate with members of the Executive Team to utilise scale and scope advantages to maximise the impact of CMR for Australia.

The Sustainable Mining Technology Program is at the forefront of innovation towards a low-impact and environmentally sustainable minerals industry, with a well-established record of delivering significant innovation and cutting-edge technologies via collaborations with mining and METS companies.

The R&D portfolio of the Sustainable Mining Technology Program is currently focused on Advancing '**Environmental**' Sustainability, Increasing Extraction '**Efficiency**', and Connecting the Mining '**Ecosystem**', with projects in the following areas:

* mine safety:  geological, geotechnical and geochemical design, modelling, sensing and distributed monitoring for the management of surface, underground and waste facilities; ventilation management and design; spontaneous combustion mitigation; dust characterisation and mitigation.
* environmental sustainability: design, modelling and pilot scale trials for fugitive emissions mitigation, including destruction and reuse; tailings and waste reuse and valorisation; mine wastewater treatment and reuse.
* mining technologies: for surface and underground operations in extreme and remote environments, including design, modelling and prototyping for mining equipment to support geological and resource characterisation; operational sensing and navigation; equipment condition monitoring; selective excavation and extraction; and remote monitoring, supervision and control operations.

This position would suit an experienced leader with a strong focus on the translation of science to deliver industrial impact, with an entrepreneurial spirit to pursue new business models (e.g creation of new companies, spin-offs and licensing/royalty models).

### Duties and Key Result Areas

**Impact Science Leadership**

* Through deep knowledge of the challenges and opportunities within the mining industry, provide strategic direction and a clear focus for the program.
* Initiate and oversee R&D projects that significantly increase the impact of the program.
* Ensure an appropriate portfolio mix of near-term impact delivery, medium-term IP/technology development with clear pathways to impact, and problem-driven fundamental research.

**Capability Leadership**

* Set, expect and personally demonstrate high standards in focus areas such as values adherence, HSE risk management and reporting, quality of project portfolio, project/financial management, performance management and development of employees, diversity and inclusion initiatives.
* Performance management of and career guidance for Group Leaders (direct reports)
* Strategic and operational leadership development of current and future Group and Team leaders.
* Actively seek to shift capabilities to better position the program and RU for future impact.

**Engagement and Partnership**

* Lead and/or support engagement with mining and METS companies to ensure program remains strategically aligned to industry and well-placed to co-create high impact projects.
* Lead engagement with other parts of CSIRO in areas that might be brought to bear on innovation in mining, or where program capabilities could add significant value outside of mining.
* Communicate effectively and respectfully to enhance CSIRO's reputation as a trusted R&D provider and potential partner.

**Resource Leadership**

* Work collaboratively as part of the CMR Executive Team and share responsibility for delivery of the Research Unit’s strategy and objectives.
* Carry out delegate associated tasks, including managing within program budgets.

## **Selection Criteria**

#### Essential

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

* Demonstrated commitment to health, safety and wellbeing; and a willingness to challenge the status quo in pursuit of Zero Harm.
* Bachelor/undergraduate degree in a mining-related field (e.g Mining/Civil/Environmental Engineering, Geoscience), or equivalent experience.
* Demonstrated ability to lead and develop R&D/innovation leaders within a multi-disciplinary program, and to foster a high-performing, ambitious and inclusive culture to deliver impact.
* Demonstrated ability to successfully initiate and manage large technically and commercially complex projects, to deliver both industrial/societal impact and financial returns to the project/IP owner.
* Demonstrated ability for creative and flexible thinking to manage ambiguous and complex change management situations (human, technical, commercial) by adapting strategies, goals and approaches.
* Demonstrated ability to collaborate well, especially with peers, to elevate enterprise impact.
* Alignment to our four [CSIRO values - CSIRO](https://www.csiro.au/en/about/values) (People first, Further together, Making it real, Trusted).

## **Desirable**

* PhD in a mining-related field, or deep knowledge of at least one technical domain within mining.
* Significant experience in the development, operation and/or closure of mines.
* Excellent networks that include key mining industry stakeholders.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements:

* The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals 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. Visit [CSIRO Online](http://www.csiro.au/) and [[Mineral Resources](https://www.csiro.au/en/work-with-us/industries/mining-resources?start=0&count=12)](https://www.csiro.au/en/Research/MRF) for more information.