# Position details

## General management – CSOF7

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| The following information is for applicants |
| Advertised job title | Commercialisation Manager – Future Industries |
| Job reference | 101445 |
| ​Tenure and work schedule  | ​Indefinite​Full-time​We will explore options for part-time, job-share and flexible work arrangements based on needs of the role and individual circumstances.  |
| Salary range | AU$157,833 - AU$174,631 per annum (pro-rata for part-time)plus 15.4% superannuation |
| ​Location(s) and office arrangements  | ​All AU CSIRO sites in Major cities will be considered  |
| Relocation assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only  |
| Position reports to the | Executive Manager, Business Development  |
| Number of direct reports | 0 |
| Enquire about this job | Andrew Chalmers, Executive Manager, Business Development via email at andrew.chalmers@csiro.au |
| Support and workplace adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via email wad.barker@csiro.au if we can help you to equitably participate in our recruitment process or the role itself. |
| 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 |

**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).

**About CSIRO**

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world’s largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](https://www.csiro.au/research/indigenous-science), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](https://www.csiro.au/) for more information.

### Role overview

The Commercialisation Manager will work across boundaries to source, identify and develop to completion commercialisation opportunities from across CSIRO’s Future Industries (FI) portfolio which covers the domain(s) of the Manufacturing, Health & Biosecurity, Australian Centre for Disease Preparedness (ACDP), Science Connect and Agriculture and Food Research Units.

The role will partner early and engage in commercial discussions with research teams to understand potential markets and create better outcomes through opportunity scaling and determining an optimised business model (including licensing or venture) and deal terms for identified opportunities. The role will be expected to lead deal teams to complete transactions. The role will mentor and support other Partnerships & Business Development (P&BD) team members on prioritised projects with the purpose of applying the same approaches to optimise CSIRO’s overall commercialisation portfolio.

We see commercialisation as a valuable c.

Please note, to be successful for this role, you may need to be eligible to obtain and hold a security clearance at, NV1 level.

### Duties and key result areas

* Working in support of CSIRO’s organisational strategy, implement a Partnerships and Business Development strategy that drives impactful innovation and science.
* Demonstrated ability to work on commercialisation across the full scope of the FI sector activities and experience working with large corporations and small to medium enterprises.
* Current networks in domestic and international markets, as well as investors (institutional, corporate, and private) that support CSIRO’s impact strategies relevant to the sector.
* Proven expertise in commercialising Life Science or Physical Science IP.
* Engage the research portfolio management process as it develops and implements criteria to identify and prioritise commercial opportunities with the greatest potential to create future revenue impact.
* Develop and implement commercialisation plans and partnerships that align with CSIRO short-term requirements and long-term strategy to drive research impact and sustainable revenue.
* Ensure legal, ethical and professional practices together with CSIRO values and Code of Conduct are adhered to.
* Provide persuasive, commercially sound, professional advice and solutions in a complex and dynamic environment of time pressure, divergent views and agendas, legislative requirements and conflicting priorities.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks in support of CSIRO’s objectives.
* Other duties as directed.

**Selection criteria**

#### Essential

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

1. A relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles in the relevant portfolio (see additional essential criteria below for portfolio areas), ideally with postgraduate managerial qualifications.
2. Exceptional business and commercial acumen, combined with contemporary experience and multiple demonstrable examples of leading the commercialisation of technologies through complex licences, royalty, equity and venture creation transactions (specifically, structuring, capital raising, negotiating, closing and handing over commercial transactions).
3. Highly developed networks with industry, entrepreneurs, investors and others in the start-up ecosystem, within the relevant portfolio areas covered below.
4. Ability to lead, advise and mentor colleagues in appropriate commercialisation pathways.
5. A demonstrated history of professional and respectful behaviours and attitudes aligned to CSIRO values in a complex working environment with both internal and external clients/partners and colleagues.
6. Superior interpersonal, coaching, systems thinking, communication, negotiation and consultative skills at all levels but particularly in relation to advising and guiding senior business leaders.
7. Demonstrated experience in successful project management, including planning, engagement, monitoring and reporting to meet or exceed specified outcomes and timeframes

**Not sure if you meet all the criteria?**

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don’t let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

## **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency and understanding through 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:** 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.

**Setting you up for success**

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email wade.barker@csiro.au if we can help you to equitably participate in our recruitment process or the role itself.

**Life at CSIRO and flexible working arrangements**

We [work flexibly at CSIRO](https://www.csiro.au/en/careers/life-at-csiro/Flexible-work), offering a range of options for how, when and where you work.  We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](https://www.csiro.au/en/careers/life-at-csiro/Benefits) and [career development](https://www.csiro.au/en/careers/life-at-csiro/Career-development) opportunities. To learn more, visit [Careers at CSIRO](https://www.csiro.au/en/careers).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](https://www.csiro.au/en/careers/life-at-csiro/Diversity-inclusion-belonging) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit, and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

**CSIRO values**

CSIRO is a values-based organisation committed to values-based leadership.

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| **Value** | **Descriptor** | **Behaviour** |
| **People first** | Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences.  | * Respectful
* Caring
* Inclusive
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| **Further together** | We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems. | * Accountable
* Authentic
* Courageous
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| **Making it real** | We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change. | * Partnering
* Cooperative
* Humble
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| **Trusted** | We’re driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia’s trust in CSIRO. | * Curious
* Adaptive
* Entrepreneurial
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**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](https://www.csiro.au/en/about/policies/child-safe-policy).

Special requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

* The successful candidate will undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* The successful candidate may be required to obtain and maintain a security clearance at the Negative Vetting 1.
* Ability to travel nationally and internationally as required, and a current Australian Drivers licence.
* Ability to obtain an Australian Financial Services (AFS) Licence.