# Position Details

## General Management – CSOF7

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| The following information is for applicants |
| Advertised Job Title | Commercialisation Manager  |
| Job Reference | 92963 |
| Tenure | Specified Term of 3 yearsFull-Time |
| Salary Range | AU$146,207 to $161,767 + up to 15.4% superannuation |
| Location(s) | Any major CSIRO site |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Executive Manager, Commercialisation |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Rajiv Cabraal via email at rajiv.cabraal@csiro.au |
| 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 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).

**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).

### Role Overview

CSIRO is Australia’s national science agency. We have a powerful track record of carrying out some of the world’s best science, and of bringing the results of our science to life. We have established over 210 new companies that develop and market innovative products and services based on our work, and at any point we have hundreds of licences by which industry accesses and benefits from our work.

We see commercialisation as the process by which the outputs of our science and technology are made available in the market to solve Australia’s and the world’s greatest challenges and to benefit Australia’s industries, environment and the community. Commercialisation, and facilitating the application and use of our science and technology, is a key part of CSIRO’s purpose and strategy.

CSIRO’s Commercialisation Team is one of the premier commercialisation teams in Australia, working within the organisation and collaboratively with industry, investors and others in the national innovation ecosystem, to translate CSIRO’s science and technology into real world impact. We now have an exciting opportunity for someone to join this team, working primarily with CSIRO’s Environment business unit.

CSIRO’s Environment business unit brings together capabilities in marine, atmospheric, water and terrestrial environments, to deliver solutions that support the resilient and sustainable management of the natural resources fundamental to Australia's development and prosperity. In this role, you will have the opportunity to work closely with the business unit’s research programs, and leadership, including colleagues in business development, and with investors, entrepreneurs, and others in the national innovation ecosystem, to help translate deep environmental science into the decision ready information and tools, and products and services, that can underpin new ventures, or that can be licensed to support existing industries and the community, and ultimately deliver impact for CSIRO and Australia.

### Duties and Key Result Areas

In this role, you will:

* Work collaboratively with CSIRO’s Environment Business Unit and the broader business development and growth team, to identify, develop, and execute commercial strategies for a range of Environment’s technologies, data and services to maximise their potential impact and return.
* Establish networks with relevant investors (including financial, philanthropic and impact), industry and technology partners and customers, entrepreneurs and other supporters, and leverage those networks in creating and executing technology commercialisation strategies.
* Lead and negotiate commercialisation transactions, including licensing and the creation of new ventures, collaborate on a wide range of commercial initiatives.
* Develop deep and trusted relationships as a team player across CSIRO and with researchers, investors, partners and customers.
* Craft compelling commercial narratives around CSIRO's science and technology.
* Carry out other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Experience in **identifying and curating a portfolio of commercialisation opportunities**, and in developing, supporting and executing on strategies to incubate, accelerate, and ultimately commercialise science and technology.
2. A **track record of achieving commercialisation outcomes**, and experience in developing business models and sourcing funding, and leading and negotiating commercialisation transactions (for example, licensing and the creation of new ventures and companies).
3. Demonstrated results in utilising **strong business acumen** and leveraging internal and external networks.
4. **Professional networks** in the finance, venture capital, innovation and/or entrepreneurial community.
5. **Excellent and effective communication skills** and an ability to craft a compelling narrative around science and technology.
6. Demonstrated ability to **build deep trusted relationships** and to work collaboratively across a large, complex organisation to deliver results.
7. **Tertiary qualifications** such as a degree in science or engineering and post graduate business qualification and/or equivalent relevant experience.

## **Desirable:**

1. Knowledge and/or experience in operating principles of start-ups or small businesses, technology acceleration/incubation, or product management, with a demonstrated track record of supporting ideas from concept to market to achieve outcomes.
2. Expertise or experience in marine, atmospheric, water and terrestrial environment disciplines.
3. Expertise or experience in supporting digital or data products from concept to market.

## **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.

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 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/)!