# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Commercialisation Associate |
| Job Reference | 92965 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU $121,455 to $142,321 pa (pro-rata for part-time) + 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](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).

**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](javascript:void(0);).

### 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 190 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 by which those outputs are used to take advantage of opportunities that benefit Australia’s industries, environment and 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 as a Commercialisation Associate. In this role, you will work with our experienced Commercialisation Managers across multiple parts of CSIRO, gain experience in commercialising different science and technologies, and help deliver impact for CSIRO and Australia.

### Duties and Key Result Areas

* Identify and curate a portfolio of commercialisation opportunities.
* Develop, support and execute on strategies to incubate, accelerate, and ultimately commercialise science and technology.
* Develop business models and source funding for commercialisation opportunities.
* Negotiate commercialisation transactions (for example, licensing and the creation of new ventures and companies).
* Develop deep and trusted relationships as a team player across a large multidisciplinary organisation and with researchers, investors, partners and customers.
* Craft compelling commercial narratives around CSIRO’s science and technology.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Experience in, or a solid understanding of the principles relevant to, identifying and curating a portfolio of commercialisation opportunities or products, and developing, supporting and executing on strategies to incubate, accelerate, and ultimately commercialise science and technology and/or products.
2. A track record, or a solid understanding of the principles, of developing business models and sourcing funding, and negotiating commercialisation transactions (for example, licensing and the creation of new ventures and companies).
3. Business acumen, experience, and/or networks relevant to the commercialisation of science and technology and/or products.
4. Excellent and effective communication skills.
5. Tertiary qualifications such as a degree in science or engineering and post graduate business qualification and/or equivalent relevant experience.

## **Required Competencies**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.
* **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, understanding, 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:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

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/)!