**Talent Management Consultant – CSOF 6**

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| The following information is for applicants | |
| Advertised Job Title | Manager, Talent Management |
| Job Reference | 92609 |
| Tenure | Indefinite, Full-time, or Part-time |
| Salary Range | AU$121,455 to AU$142,321 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra, Sydney, Brisbane, or Melbourne |
| Relocation Assistance |  |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| The position reports to the | Career Management and Talent Lead (Launch & Careers) |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Please contact Wade Barker at wade.barker@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. |

### Role Overview

Working collaboratively across CSIRO, the Manager, Talent Management will work within a collaborative team to proactively drive and shape the implementation of our internal talent management and development strategies. The Manager, Talent Management will support CSIRO leaders and the People community to ensure robust leadership pipelines and increased focus on accelerating Talent readiness, across a range of talent segments. The Manager, Talent Management will be actively involved in identifying, designing, and recommending appropriate development opportunities and resources for high-potential talent.

### Duties and Key Result Areas:

* Expand and embed an organisation-wide succession planning process, in partnership with Strategic HRBPs, for critical roles across the organisation.
* Lead a review and refresh of the current talent-review framework that identifies the critical development and capability needs for our leadership and critical talent
* Share strategic expertise across the team and develop the professional skills of others, primarily across the People function to ensure we build expertise and capability.
* Support the Career Management and Talent Lead and General Manager, in building strong pipelines of talent across the business.
* Contribute to the development, implementation, adoption, and evaluation of contemporary and transformative approaches to talent management and succession planning for talent segments such as leadership and early career researchers.
* Support CSIRO leaders and the People community in talent development strategies with advice and education and relevant materials and interventions.
* Project manage and contribute to the design and delivery of talent development initiatives, including liaising with learners and line managers, developing, and providing appropriate materials, and utilising technology to engage and connect participants and cohorts.
* Ensure projects are progressing to agreed objectives and timelines.
* Assess and interpret learning and development needs of identified Talent, recommending and/or developing learning interventions to address needs, including stretch opportunities, new challenges, and roles.
* Sourcing and ongoing relationship management of external providers and where required, follow procurement practices to engage providers.
* Maintain contemporary HR, Talent, succession, career, and leadership development knowledge, staying up to date with industry trends.
* Communicate openly, effectively, and respectfully with all people, customers, and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety, and Environment plans and policies, Diversity initiatives, and Zero Harm goals.

### Required Competencies:

## **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources to do this. Collaborates with other teams as well as industry colleagues.

* **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for other’s reactions
* **Resource Management / Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **Judgement and Problem-Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate responses by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets, and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference decides on the desired outcome and sets realistic goals to reach this target.
* **Ambiguity**: Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interest of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

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### Selection Criteria:

#### **Essential**

1. Relevant qualifications in conjunction with demonstrated achievement in advisory and/or managerial roles.
2. Deep knowledge of talent management and/or leadership practice and theory, and a track record of translating this to delivery of innovative solutions for different levels of an organisation.
3. Demonstrated experience in the implementation and evaluation of contemporary internal talent development strategies within a complex organisation, building and leveraging productive partnerships with HR professionals.
4. Strong project management skills and proven ability to self-manage appropriately to plan, monitor, review talent analytics, and evaluate projects to deliver quality outcomes within specific and often competing timeframes.
5. Demonstrated ability to facilitate development conversations and outcomes including using assessment data to identify and recommend appropriate learning interventions for individuals and groups.
6. Strong communication, collaboration, change management and interpersonal skills including the ability to engage with, influence, guide, advise and support a diverse range of stakeholders and key decision-makers.
7. Demonstrated ability to professionally handle sensitive and confidential information and use appropriate judgment and discretion.

#### **Desirable**

1. Experience using various technologies to design and deploy scalable and effective Talent, succession, and leadership development solutions (for example, social learning platforms and webinars).
2. Experience working with leadership capability frameworks
3. Talent management and/or leadership development experience in a science and technology setting

**Special Requirements**

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

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!