



Position Details

Technical Services - CSOF5

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised job title	SAP Analytics Cloud Planning Developer
Job reference	101474
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\$114k - AU\$123k per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s) and office arrangements	Canberra, Melbourne, Brisbane, Adelaide, Sydney, Hobart Flexible Hybrid & Remote options available
Relocation assistance	Will be provided to the successful candidate if required
Applications are open to	• Internal CSIRO Employees • Australian Citizens Only
Position reports to the	IT Manager, Enterprise Analytics Development
Client focus – Internal	100%
Client focus – External	0%
Number of direct reports	0
Enquire about this job	Andrew Rankin, IT Manager, Enterprise Analytics Development, via email at Andrew.rankin@csiro.au
Support and workplace adjustments	We offer a range of reasonable supports and workplace adjustments. Please let us know via email Sarah.lyons@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](#).

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](#), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](#) for more information.

Role overview

The SAP Analytics Cloud Planning Developer plays a critical role within CSIRO's Enterprise Analytics Development team, supporting the organisation's financial planning and forecasting through the design, development, and enhancement of SAP Analytics Cloud (SAC) planning models and solutions. This role is responsible for ensuring the stability, performance, and continuous improvement of planning models and associated artefacts, as well as leading the implementation of new solutions to meet evolving business requirements.

Key responsibilities include:

- Supporting, enhancing, and developing SAP Analytics Cloud planning models, reports, and related artefacts.
- Monitoring and ensuring platform stability, performance, and security.
- Collaborating closely with Finance stakeholders and clients to translate business needs into effective technical solutions.
- Leading the design of innovative enterprise planning solutions aligned with CSIRO's strategic goals.
- Contributing to analytics dashboards and data visualisation initiatives, with a focus on user experience and effective data storytelling.
- Maintaining high-quality documentation for all solutions and adhering to internal development standards.
- Working in an agile, self-managed environment, proactively managing tasks and delivery timelines.

Success in this role requires strong technical skills in planning model development, outstanding communication skills, a commitment to high-quality documentation and agile delivery, and the ability to collaborate effectively across multidisciplinary teams.

Duties and key result areas

- Lead the development, support, and maintenance of financial planning models, stories, data actions, and related artefacts in SAP Analytics Cloud (SAC) to meet CSIRO's planning and forecasting needs.

- Optimise and enhance planning solutions by identifying improvements and implementing best practices in SAC.
- Work closely with Finance stakeholders and clients to gather requirements, translate business needs into technical solutions, and ensure planning tools deliver value.
- Develop and maintain high-quality documentation for all solutions, ensuring clarity, completeness, and alignment with internal standards (e.g., Confluence, Jira).
- Apply best practice software development principles in SAC scripting, contributing to and maintaining internal development standards.
- Undertake general SAC development activities as required, supporting broader analytics and reporting initiatives.
- Develop and maintain analytics dashboards and data visualisations with a focus on user experience, data storytelling, and effective design.
- Work in an agile, self-managed way—proactively manage your own tasks, priorities, and delivery timelines within a scrum-based or iterative environment.
- Handle personal, sensitive, and commercially confidential information in accordance with CSIRO policies and relevant legislation.
- May be required to obtain and maintain a valid Working with Children/Vulnerable People (WWC/VP) check depending on project or client requirements.
- Collaborate as part of a multi-disciplinary, regionally dispersed team and communicate openly, effectively, and respectfully with all staff, clients, and suppliers.
- Adhere to CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures, and diversity initiatives.
- Other duties as directed.

Selection criteria

Essential

1. Relevant bachelor's degree in computer science or a related field, or equivalent relevant work experience.
2. Demonstrated, hands-on experience in building SAP Analytics Cloud Planning solutions (or similar financial planning software products).
3. Demonstrated ability to work within deadlines in an agile, self-managed environment.
4. Excellent communication and interpersonal skills, with a customer-focused approach and commitment to delivering high-quality solutions.
5. Demonstrated ability to produce clear, comprehensive technical documentation for solutions and processes.
6. Ability to think critically and solve problems, with a focus on continuous improvement.
7. A demonstrated commitment to health, safety, and wellbeing of staff, willing to challenge the status quo in pursuit of Zero Harm.

Desirable

1. Experience with other enterprise analytics or planning platforms (e.g., SAP BW, Microsoft Power BI, etc.).
2. Awareness of user experience (UX) design, data storytelling, or analytics dashboard development.
3. An understanding of the principles and application of data governance in a large organisation.
4. Demonstrated understanding of, and commitment to, handling personal, sensitive, and commercially confidential information in accordance with organisational policies.

Not sure if you need 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:** 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:** 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 others 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 response 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 desired outcome and sets realistic goals to reach this target.
- **Adaptability:** 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 interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

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 Sarah.lyons@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, 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 and career development opportunities. To learn more, visit Careers at CSIRO.

We celebrate the uniqueness of our workforce and are committed to creating diverse and inclusive teams 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.

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
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
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
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	• Curious • Adaptive • Entrepreneurial

	each other accountable. Together our actions drive Australia's trust in CSIRO.	
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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](#).

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.
- The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting Level 1 (NV1)