



Position Details

Technical Services- CSOF6

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised job title	Senior Project Manager
Job reference	102127
Tenure and work schedule	Specified Term till 30/06/2027
Salary range	AU\$135,571 - AU\$158,863 per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s) and office arrangements	All Australian Capital cities with CSIRO Site considered Hybrid working available 1 – 3 days on site
Relocation assistance	Will be provided to the successful candidate if required
Applications are open to	Australian Citizens Only
Position reports to the	Manager, Program Delivery Office
Client focus – Internal	100%
Client focus – External	0%
Number of direct reports	0
Enquire about this job	Contact Kim Kleeman, pronouns with consent, role title, via email Kim.kleeman@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 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

CSIRO's Information and Technology (IMT) business unit is embarking on an ambitious program of work designed to support the Organisation's Strategy. Underpinning the program is the aspiration that staff have seamless, secure access to tools, systems and processes that underpin the delivery of world class science.

IMT supports the entire CSIRO environment and has an extensive portfolio of responsibility that covers traditional enterprise ICT environment and specialised high-performance computing designed to support Australia's premier research organisation. IMT project managers not only support ICT driven projects but also support projects in the research space with a significant digital element.

IMT is seeking a Senior Project Manager who can lead, inspire and empower project teams, stakeholders and customers; someone who understands the benefits of leadership, can unify teams and navigate internal and external impediments for team and project success.

Project Manager's in IMT will generally manage two, or more, complex IT projects using modern methodologies and work within CSIRO's standard project management framework, will work in an interdisciplinary team involving researchers, business representatives, software developers, business analysts and test analysts and will operate in a nimble and highly collaborative environment.

This is an environment that accommodates and welcomes change – We value individuals and interactions over process and tools and aim for sustainable long-term outcomes.

Duties and key result areas

- Plan and manage multiple, and complex, projects using methodologies appropriate to the project and the context (i.e. agile, kanban etc)
- Deliver projects to scope, budget, schedule and stakeholder expectation with appropriately mitigated risks
- Support, mentor and enable team members to do their best work
- Identify and manage project risks and issues and escalate any that may impact delivery
- Facilitate the creation, review and stakeholder acceptance of project management products and deliverables
- Lead change management associated with the delivery of projects
- Effective transition of new products or services into the business-as usual environment

- Have an innovative approach and continuous improvement mindset on project management processes, leading and contributing positively to process improvement changes
- Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO's reputation
- Work collaboratively as part of a multi-disciplinary, often regionally dispersed team, and business unit(s) to carry out tasks in support of the program objectives
- 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
- Other duties as directed by CSIRO

Selection criteria

Essential

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

1. Demonstrated experience with a minimum of 5 years in project management within the ICT sector including management of multiple projects simultaneously
2. Demonstrated success in delivering projects to scope, budget, schedule and stakeholder expectation
3. Applies sound judgement in relation to resolving project delivery issues
4. Effective transition of new products or services into the business-as-usual environment.
5. Displays effective communication skills with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO's productivity and reputation.
6. Experience working collaboratively as part of a multi-disciplinary, often regionally dispersed team and business unit to carry out tasks in support of CSIRO objectives.

Desirable

1. Formal training in project management

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:** 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.

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.	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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 each other accountable. Together our actions drive Australia's trust in CSIRO.	<ul style="list-style-type: none"> • Curious • Adaptive • Entrepreneurial

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