



Position Details

General Management – CSOF7

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	BD Specialist Manager - Defence and National Security Partnering Initiatives Team
Job Reference	99155
Tenure	Indefinite
Salary Range	AU\$157,833 - \$174,631 per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s)	All AU CSIRO Sites in Major Cities will be considered
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	<ul style="list-style-type: none">Australian Citizens Only
Position reports to the	Team Leader Partnering Initiatives Team
Number of Direct Reports	Up to 8 if in the role of Team Leader
Enquire about this job	Jim Henderson Jim.Henderson@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](#).

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](#).

Role Overview

This is a senior role that works across boundaries to undertake early partnering discussions to create better outcomes through opportunity scaling and improved business practices. The Specialists, mentor and support other BD team members and work on select projects in the interests of CSIRO overall. The Partnering Initiatives Team will support some of the most substantial impact and revenue opportunities undertaken by CSIRO. They will also mentor and

support other Partnerships & Business Development team members on prioritised projects with the purpose of applying the same approaches to optimise CSIRO's overall opportunity portfolio.

The Partnering Initiatives Team is wholly comprised of Specialists and the leadership of this team will be filled by a member of the team on a rotating (12 month) basis to assist in capability development and succession planning for other senior leadership roles.

The Business Development (BD) Manager – Defence and National Security (Partnering Initiatives) works across boundaries, engaging researchers during the planning, evaluation, and validation of research opportunities to identify appropriate paths to market and impact, optimal business models, and the partners and stakeholders to engage for success.

The BD Manager – Defence and National Security (Partnering Initiatives) will undertake early partnering discussions leading to better outcomes by clarifying (and working to align) partners' drivers for engagement, scaling opportunities (recruiting additional capability/capacity from within CSIRO or through partners as appropriate), and manage relationships.

Please note, to be successful for this role, you must be eligible to obtain and hold a security clearance at NV2 level.

Duties and Key Result Areas

- Implement a Partnerships and Business Development strategy to foster CSIRO's organisational strategy, and to drive impactful innovation and science in the areas of defence and national security.
- Through inspiring leadership, articulate the value of early engagement with partners to optimise the scope, scale, business model, and impact of research partnerships up to the level of defence and national security ecosystem stakeholders, to span CSIRO boundaries and empower the P&BD team and wider organisation.
- Inspire and lead at the research portfolio level, partner with researchers across boundaries to grow the scale of CSIROs partnering and business development activities including research partnerships with universities, industry and government up to ecosystem level stakeholders.
- Represent CSIRO in engagements with relevant stakeholders and engage strategically with priority industry and government relationships in the defence and national security ecosystem.
- Working collaboratively with Research and Enterprise Unit colleagues, ensure optimised 99155 business and commercial outcomes are negotiated and managed for all relationships, including strategic partnerships and coalitions.
- Develop and implement business development plans and partnerships that align with CSIRO short-term requirements and long-term strategy to drive business growth and research impact.
- Engage with the research portfolio management process as it develops criteria to identify and prioritise the most impactful areas of focus for CSIRO.
- Ensure legal, ethical and professional practices together with CSIRO values and Code of Conduct are adhered to.
- Develop and drive programs and initiatives to optimise how CSIRO engages with relevant stakeholders, industry, universities, and the broader innovation community.

- Provide persuasive, commercially sound, professional advice and solutions in a complex and dynamic environment with various pressures, divergent views and agendas, legislative requirements and conflicting priorities.
- Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks in support of CSIRO's objectives.
- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
- Other duties as directed.

Selection Criteria

Essential

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

1. A relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles in the defence and national security research domain, ideally with postgraduate managerial qualifications in Defence Contracting, Project Management, or Law.
2. A minimum of five years experience in the defence and/or national security sector (as a uniformed member or contractor), and familiarity with defence standards, ASDEFCON contracts and defence procurement boards.
3. Superior business acumen, including in the functioning of publicly funded research organisations, scaling, business modelling, and successfully negotiating multi-stakeholder partnerships with industry, government, and other research institutions, how industry (large and small) adopts technology, and technology commercialisation pathways including licensing and venture creation.
4. A history of establishing and leading cooperative teams, and a record of leadership which encourages new ideas, builds trust and supports the development of emerging skills. Recognised by peers and CSIRO leadership as a skilled team builder and leader.
5. A demonstrated history of demonstrating and enforcing professional and respectful behaviours and attitudes aligned to CSIRO values in a complex working environment with both internal and external clients/partners and colleagues.
6. Superior relationship management, interpersonal, coaching, systems thinking, communication, negotiation and consultative skills at all levels but particularly in relation to advising and guiding senior business leaders and influencing organisational and/or external bodies such as government on key business decisions.
7. Demonstrated history of anticipating and successfully managing complex problems in ambiguous situations, particularly in a defence and national security context.
8. A significant record of innovation, creativity and opportunity origination plus the ability & willingness to incorporate and/or promote the inclusion of novel ideas and approaches into projects of all sizes and scale.

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 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 undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
- The successful candidate must be an Australian citizen.
- The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting Level 2.
- Ability to travel nationally and internationally, with a current Australian Drivers licence.

About CSIRO

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](#) for more information.

CSIRO is a values-based organisation. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

- People First
- Further Together
- Making it Real
- Trusted