



Position Details

Administrative Services- CSOF6

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	Business Development Manager Agriculture & Food
Job Reference	99668
Tenure	Indefinite
Salary Range	AU\$ 131,113 to \$ 153,639 (pro-rata for part-time) + 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	Australian/New Zealand Citizens and Australian Permanent Residents
Position reports to the	Team Leader – Partnering & Business Development
Number of Direct Reports	Nil
Enquire about this job	Justin Harsdorf via email Justin.harsdorf@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

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

The Business Development Manager, Partnerships & Business Development (P&BD) 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 role 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 managing relationships. The role will support substantial impact and revenue opportunities undertaken by the associated Research Unit, noting a clear requirement to support cross-organisational opportunities developed through the research portfolio. They will coordinate with other P&BD team members and other Enterprise Units on prioritised projects with the purpose of applying the same approaches to optimise CSIRO's overall opportunity portfolio.

Duties and Key Result Areas

- Actively contribute to influence and implement a Partnerships and Business Development (P&BD) strategy that drives impactful innovation and science.
- Through confident guidance, 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 ecosystem coalitions, in a way that crosses CSIRO boundaries and empowers the P&BD team and wider organisation.
- Act at the program on a page level, partner with researchers across boundaries to grow the scale of CSIRO's partnering and business development activities including research partnerships with universities, industry and government up to enterprise level coalitions.
- Represent CSIRO in engagements with relevant stakeholders and engage strategically with priority industry and government relationships.
- Working collaboratively with Research and Enterprise Unit colleagues, ensure optimised business and commercial outcomes are negotiated and managed for all relationships, including strategic partnerships and stakeholder engagement.
- Undertake activities that successfully support project ideation, development and execution.
- Implement programs and initiatives to improve how CSIRO engages with relevant stakeholders, industry, universities, and the broader innovation community.
- 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.
- Provide persuasive, commercially sound, professional advice and solutions in a complex and dynamic environment of time pressure, 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.
- Ensure legal, ethical and professional practices together with CSIRO values and Code of Conduct are adhered to.
- 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. Relevant bachelor's degree or equivalent relevant work experience in a relevant science area relevant to the Food Security and/or, Farming Systems and/or Agriculture Sustainability, with business and commercial experience in the Australian agriculture R&D innovation sector.
2. Demonstrated business acumen to successfully engage with public and private funded organisations to identify, develop and execute commercial path-to-market strategies, and innovative business models. Recent demonstration of the ability to convert those strategies via R&D, licensing and venture creation agreements with industry (national and international organisations), government, and other research institutions.
3. Demonstrated ability to lead, co-design and coordinate large and complex programs of work, including the ability to facilitate and drive collaboration across CSIRO research teams, national R&D providers, Federal and State government in the Australian agriculture R&D innovation sector.
1. A demonstrated history of professional and respectful behaviours and attitudes aligned to CSIRO values in a complex working environment with both internal and external clients/partners and colleagues that encourages new ideas, builds trust and supports the development of beneficial outcome
4. Strong relationship management skills and the demonstrated ability to use complex influencing strategies, to advise and support colleagues, internal & external stakeholders to achieve CSIRO's strategic objectives.
5. Excellent communication, interpersonal and negotiation skills, including experience working with a broad range of stakeholders, and science, commercial staff and a proven ability to work with and influence outcomes across all levels in an organisation.
6. A growth mindset, proven ability to anticipate, manage and develop appropriate solutions to complex problems, effectively manage ambiguity and readily adapt to changing circumstances.
1. Demonstrated experience in successful project management, including planning, engagement, monitoring and reporting to meet or exceed specified outcomes and timeframes.

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 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.
- **Depending on the particular work area, the successful candidates may be required to be eligible to obtain and maintain a security clearance at the Negative Vetting 1. This will affect the ability to work across domain areas.**
- Ability to travel nationally and internationally as required, with 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