



Position Details

General Management – CSOF7

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	Commercialisation Manager, Environment, Energy and Resources
Job Reference	99687
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	Australian Citizens Only
Position reports to the	Executive Manager, Partnerships and Business Development, Environment, Energy and Resources
Number of Direct Reports	Nil
Enquire about this job	Jim Lilley, via email jim.lilley@csiro.au
How to apply	Apply online at https://jobs.csiro.au/ Internal applicants please apply via Jobs Central

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 Commercialisation Manager works across boundaries to source, develop, and identify commercialisation opportunities from across CSIRO's research portfolio. The role undertakes early partnering and commercial discussions to understand the potential market and create better outcomes through opportunity scaling, business model optimisation (including licensing or venture) and deal terms. The role will be expected to partner with science leadership and take a lead role in deal teams of professional advisers to complete transactions. The role mentors and supports other Partnerships & Business Development (P&BD) team members on prioritised

projects with the purpose of applying the same approaches to optimise CSIRO's overall commercialisation portfolio.

We see commercialisation as one process by which the outputs of our science and technology are made available in the market to solve Australia's and the world's greatest challenges and to benefit Australia's industries, environment and the community.

Please note, to be successful for this role, you may need to be eligible to obtain and hold a security clearance at, NV1 level.

Duties and Key Result Areas

- Working in support of CSIRO's organisational strategy, implement a Partnerships and Business Development strategy that drives impactful innovation and science.
- Through inspiring leadership, articulate the value of early engagement with researchers and partners to optimise the identification, qualification, validation, negotiation and execution of commercialisation opportunities.
- Acting at the Ambition level, partner within P&BD and researchers across boundaries to optimise the scope and scale of CSIRO commercialisation activities.
- Represent CSIRO in engagements with relevant stakeholders and engage strategically with priority industry and government relationships.
- Engage the research portfolio management process as it develops and implements criteria to identify and prioritise commercial opportunities with the greatest potential to create future revenue impact.
- 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 coalitions.
- Develop and implement commercialisation plans and partnerships that align with CSIRO short-term requirements and long-term strategy to drive research impact and sustainable revenue.
- Ensure legal, ethical and professional practices together with CSIRO values and Code of Conduct are adhered to. Including ensuring CSIRO meets its obligations under the PGPA act.
- Implement best practice commercialisation approaches and programs to optimise CSIRO engagement with relevant stakeholders, industry, universities, and the broader innovation community.
- 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.
- 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.

When addressing the selection criteria, applicants should demonstrate their ability to provide leadership and advice across a portfolio of commercialisation opportunities which covers the Environment, Energy and Mineral Resources research units.

The role also has a specific emphasis on undertaking commercialising activities within the Energy and Mineral Resources research units, and hence applicants should demonstrate their experience within these two domains.

Further information on each of the research units and their domains of research follows:

- The Environment research unit includes domains such as carbon management, climate, biodiversity, contaminants (including PFAS), landscapes, water management and marine environments.
- The Energy research unit includes domains such as clean fuels, solar technologies, electricity generation, grid stability, EVs and carbon management technologies.
- The Mineral Resources research unit includes domains such as mineral exploration, discovery, characterisation, processing and sustainable mining technology.

The essential selection criteria are:

1. A relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles in the relevant portfolio, ideally with postgraduate managerial qualifications.
2. Exceptional business and commercial acumen, combined with contemporary experience and multiple demonstrable examples of leading the commercialisation of technologies through complex licences, royalty, equity and venture creation transactions.
3. Highly developed networks with industry, entrepreneurs, investors and other in the start-up ecosystem, within the relevant portfolio areas covered below.
4. Outstanding ability to lead, advise and mentor colleagues in appropriate commercialisation pathways.
5. Demonstrated experience in leading negotiations on complex, high-value commercialisation transactions, including in leading the structuring, capital raising, negotiating, closing and handing over of commercialisation transactions.
6. Demonstrated ability to independently create, lead and execute complex high-impact transactions. Demonstrated ability to provide high quality advice and support to executive leadership.
7. 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.
8. Superior interpersonal, coaching, systems thinking, communication, negotiation and consultative skills at all levels but particularly in relation to advising and guiding senior business leaders.
9. 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:** 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 may be required to obtain and maintain a security clearance at the Negative Vetting 1.
- Ability to travel nationally and internationally as required, and a current Australian Drivers licence.
- Ability to obtain an Australian Financial Services (AFS) 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