



Position Details

Technical Services- CSOF6

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised job title	IMT Facilities (Data Centres, Tape Libraries and Comms rooms) and Data Centre Manager
Job reference	102968
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\$135,571 - AU\$158,863 per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s) and office arrangements	Melbourne (Clayton), Canberra (Black Mountain) – Preferred, other Australian Major Capitals considered.
Relocation assistance	Will be provided to the successful candidate if required
Applications are open to	Australian Citizens Only
Position reports to the	Chief Information Officer
Client focus – Internal	95%
Client focus – External	5%
Number of direct reports	3
Enquire about this job	Brendan Speet via email at Brendan.speet@csiro.au or
Support and workplace adjustments	We offer a range of reasonable supports and workplace adjustments. Please let us know via email Sarah.lyons@csiroa.u 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

A CSIRO IMT Facilities (Data Centres, Tape Libraries and Comms rooms) and Data Centre Manager is responsible for overseeing the operations, maintenance, security, safety and optimisation of IMT Facilities.

Duties and key result areas

- Lead, manage and mentor a team of IMT Facilities and Data Centre (DC) Operations Specialists.
- Delegate tasks and responsibilities effectively to ensure IMT Facilities and DC operations run smoothly.
- Align Data Centre operations with organisational goals and IMT strategies.
- Oversee the implementation of Projects and Minor works packages that provide service improvements to IMT Facilities & DC's, working closely with CSIRO RU's, Vendors & 3rd party contractors. This includes scheduling and budgets.
- Ensure Data Centre Infrastructure Management (DCIM) monitoring tools are configured and fully functional to track system performance and issues proactively.
- Develop and maintain DC Specifications and Documentation to ensure overall consistency and reliability is maintained within the IMT Facilities & DC space.
- Implement physical security measures to protect IMT data and equipment.
- Oversee change management processes to minimise disruption during scheduled IMT Facilities & DC maintenance, upgrades and migrations.

Core Skills

- Ability to lead teams, delegate tasks, project manage and inspire performance.
- Excellent communication and problem-solving skills. Strong knowledge of Data Centre industry standards and best practices.
- Strong technical expertise in Data Centre Infrastructure Management (DCIM) including power, cooling, structured cabling, servers, storage and network equipment.
- Preference is given to skills in the use and configuration of EcoStruxureIT.
- Strategic thinker to align Data Centre operations with organisation goals. Soft skills: Attention to detail (to avoid downtime); Stress management (effectively handling high pressure situations, especially during unforeseen outages); Attention to detail; Adaptability.

Additional core skills typically include the following:

1. Operations Management

- Ensure all IMT Facilities operates efficiently with high reliability and uptime.
- Monitor the performance and uptime of IMT Facilities supporting infrastructure.
- Oversee the implementation of operational policies and procedures.

2. Maintenance and Infrastructure Management

- Schedule and manage routine maintenance of hardware and infrastructure.
- Ensure the reliability of power, cooling, and security systems.
- Handle capacity planning and scalability for future growth.

3. Team Leadership

- Supervise, train and mentor staff.
- Provide leadership during critical incidents or downtime.

4. Security and Compliance

- Implement physical and digital security measures to protect data and equipment.
- Ensure compliance with regulatory standards and industry certifications.

- Conduct regular risk assessments and audits.

5. Disaster Recovery and Business Continuity

- Review and update disaster recovery plans to minimise downtime during failures.
- Conduct periodic drills and tests of recovery procedures.

6. Performance Monitoring and Reporting

- Use Data Centre Infrastructure Management (DCIM) monitoring tools to track system performance and address issues proactively.
- Generate reports on key metrics like uptime, resource utilisation, and energy efficiency.
- Analyse trends to inform decision-making and improvements.

8. Strategic Planning

- Align IMT Facilities operations with organisational goals and IT strategies.
- Plan for future technology upgrades and emerging trends, like cloud migration or edge computing.
- Advocate for investments in infrastructure or technology to meet business demands.

9. Vendor and Stakeholder Management

- Coordinate with third-party vendors and service providers for equipment, maintenance, and upgrades.
- Collaborate with internal stakeholders to meet business needs and address concerns.
- Manage contracts and negotiate service level agreements (SLAs).

10. Incident and Change Management

- Lead incident response efforts to resolve system failures or outages.
- Oversee change management processes to minimise disruption during upgrades or migrations.
- Maintain detailed logs and documentation of incidents and resolutions.

Skills Required:

- Strong technical expertise in IT infrastructure, networking, and systems.
- Leadership and team management abilities.
- Excellent communication and problem-solving skills.

Selection criteria

Essential

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

1. A degree (or equivalent experience), in conjunction with demonstrated achievement in senior advisory and managerial roles in information technology, management, governance and or enterprise applications, infrastructure, and solutions delivery.
2. Demonstrated leadership of customer orientated, large scale and complex Information Management & Technology service delivery and operations in one or more of the following: infrastructure services, application delivery, service support, and digital transformation.
3. Demonstrated ability to drive a culture of customer focus and performance improvement through the leadership of geographically dispersed/remote teams, and a record of strong leadership that has contributed to or defined policy direction and strategy.
4. A solid track record in leading major technology implementation projects, procurements, and transition to support and management.
5. Proven ability to foster and maintain effective cross organisational relationships, to ensure alignment between customer needs and operational delivery.

Desirable

1. Track record as a leader in digital and information technology delivery in a research organisation.

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
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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 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 will be required to obtain and maintain a security clearance at the Negative Vetting 1 Level.