



Position details

Administrative services- CSOF6

THE FOLLOWING INFORMATION IS FOR APPLICANTS

Advertised job title	Business Development Manager S&A
Job reference	101979
Tenure and work schedule	<p>Indefinite</p> <p>We will explore options for part-time, job-share and flexible work arrangements based on needs of the role and individual circumstances.</p>
Salary range	AU\$135,571 to \$158,863 (pro-rata for part-time) + 15.4% superannuation
Location(s) and office arrangements	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	<p>Australian/New Zealand Citizens and Australian Permanent Residents</p> <p>As part of our commitment to Aboriginal and Torres Strait Islander employment outcomes, preference will be given to Aboriginal and Torres Strait Islander people, who meet the role criteria. CSIRO considers conscious inclusion practices are intended to constitute a special/equal opportunity/affirmative measure under <i>section 8(1) of the Racial Discrimination Act 1975 (Cth)</i>.</p>
Position reports to the	Team Leader – Partnering & Business Development
Client focus – internal	30%
Client focus – external	70%
Number of direct reports	Nil
Enquire about this job	Kimal Hiralall via email Kimal.hiralall@csiro.au
Support and workplace adjustments	<p>We offer a range of reasonable supports and workplace adjustments.</p> <p>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.</p>
How to apply	<p>Apply online at https://jobs.csiro.au/</p> <p>Internal applicants please apply via Jobs Central</p> <p>If you experience difficulties when applying, please email careers.online@csiro.au</p>

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

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 Space & Astronomy Domain, and/ or with business and commercial qualifications.
2. Demonstrated business acumen, including in the functioning of publicly funded research organisations, scaling, business modelling, and negotiating successful multi-stakeholder partnerships with industry, government, and other research institutions, how industry and/or governments (large and small) adopt technology, and technology commercialisation pathways including licensing and venture creation.
3. A demonstrated history of professional and respectful behaviors 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 outcomes

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 or engineering 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.
7. Proven ability to develop, advance and maintain and client/partner leads to achieve specified outcomes to achieve significant opportunities in partnership with Research Units.
8. Demonstrated experience in successful project management, including planning, engagement, monitoring and reporting to meet or exceed specified outcomes and timeframes.

CSIRO is an Equal Opportunity employer working hard to recruit world-class talent that represents the diversity across our society. As part of our commitment to Aboriginal and Torres Strait Islander employment outcomes, preference will be given to Aboriginal and Torres Strait Islander people, who meet the role criteria. CSIRO considers conscious inclusion practices are intended to constitute a special/equal opportunity/affirmative measure under *section 8(1) of the Racial Discrimination Act 1975 (Cth)*.

Not sure if you meet 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	<ul style="list-style-type: none"> • Partnering • Cooperative • Humble

	convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change.	
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.
- **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 Driver's License.
- Aboriginal and Torres Strait Islander candidates preferred under *section 8(1) of the Racial Discrimination Act 1975 (Cth)* may need to provide evidence of their Aboriginal and/or Torres Strait Islander heritage, if appointed.