# Research Director – Data61 Business Unit

The following information is for applicants

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| Advertised Job Title**:** | Research Director – Engineering and Design |
| Reference Number**:** | 68962 |
| Classification**:** | CSOF 8 level |
| Salary Range: | Attractive salary package is negotiable |
| Location**:** | Negotiable – Sydney, Melbourne, Brisbane or Canberra |
| Tenure: | Specified term of 3 years |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian citizens, temporary or permanent residents.  Overseas applicants |
| Functional Area**:** | Research Management |
| % Client Focus - Internal: | 60% |
| % Client Focus - External: | 40% |
| Reports to the: | Data61 Business Unit Director |
| Number of Direct Reports: | 10 |

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| **Role Overview:** |
| The Research Director sets the vision and strategy for the Engineer and Design (E&D) Program within Data61. The role is responsible for leading a function that works in partnership with Research Programs and Business Development to rapidly prototype and develop innovative technology that creates impact and is commercially viable. The Research Director will be required to lead and build capability that can rapidly adapt and prototype solutions to emerging problems at short notice. The role requires strong management and delegation skills, highly developed communication, project management and relationship skills and a deep knowledge of how to develop innovative technologies using agile methodologies.  The Engineering and Design Program is, impact-focussed and it is essential that the Research Director has, or can readily develop, strong links with industry partners and relevant government agencies. Experience in building cohesive, dynamic and creative teams that integrate across disciplinary and organisational boundaries is essential. It should be expected that the function will evolve over time on the basis of need, strategy and performance.  The Research Director must be strategic and collaborative with science leaders and committed to progressing inclusion and promoting diversity. They will form part of the Dat61 Leadership Team and be accountable for the delivery of specific elements of the Business Unit’s overall impact, technology and financial objectives as well as the ongoing development of its strategy. The Research Director works as part of the cohesive and collegial Leadership Team to realise the Business Unit’s vision and works collaboratively with other Research Directors and researchers across the broader organisation in developing an agenda for tackling the nation’s greatest challenges. |

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| **Duties and Key Result Areas:** |
| **Impact Science Leadership**   * In consultation with research directors identify and develop effective high-quality innovative technologies for early customers and markets; * Lead and build technology capacity to innovate for science discovery; * Identify new opportunities and markets in Australia and overseas, and engage key stakeholders and clients to build support for investment in opportunities; * Sustain and enhance the R&D culture of technology excellence, creativity, innovation and flexibility; * Integrate science with project and impact delivery through an effective “Path to Impact” framework; * Identify opportunities to contribute to overcoming stakeholder adoption challenges; * Catalyse innovation – form/support networks, review and sponsor exploratory and science capability development projects; * Build a pipeline of contracts (3 to 5-year focus) including identification of cross-Business Unit opportunities and manage the Program’s portfolio of Intellectual Property; * Guide the set of projects needed to deliver against Data61’s strategy.   **Capability Leadership**   * Communicate the Program vision to inspire staff and sustain and nurture awareness of Data61’s science and technology quality and impact in the broader Australian community; * Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace, in doing so model appropriate and professional behaviour in the workplace and manage people matters proactively; * Attract, develop and retain world class talent which meet current and future needs - in the short and longer term; * Support the Program’s Group Leaders to build effective teams and groups, manage career development for staff and succession planning; * Build the long‐term technology capability to support the delivery of data61’s research and impact, including forecasting demand, monitoring trends and stakeholder needs, and building a high-performance culture; * Effectively lead change initiatives across the Program and the Business Unit.   **Engagement and Partnerships**   * Ensure highly regarded collaborative relationships with the Research Groups and other groups across the business unit; * Build strategic relationships within the organisation to execute CSIRO’s strategy and Data61’s strategy, including fostering mobility and cross‐Business Unit deployment of staff, and developing productive relationships; * Develop and maintain national and/or international professional networks to keep abreast of emerging advances in relevant fields and industry challenges; * Represent Data61’s engineering, user experience and product capability to internal and external stakeholders; * Effective engagement with customers/clients/partners and identifies opportunities for future collaboration within and beyond CSIRO.   **Resource Leadership**   * Lead and manage the Program’s financial resources, people, infrastructure and other assets to ensure their effective, sustainable and efficient use; * Ensure best practice governance and management of commercial activities and intellectual property in the Program; * Manage delivery against milestones and appropriate quality standards; * Promote high standards of project management in the Program; * Contribute to the development of science plans for future infrastructure. |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed*  **Essential Criteria:**   1. Tertiary qualifications in computer science and/or extensive relevant industry experience. 2. Demonstrated leadership and excellence in a large technology function, with oversight of finance and risk management. 3. Involvement in strategic planning and implementation of change 4. Evidence of strong engagement skills and strategic relationship management that grows new opportunities and supports commercial outcomes. 5. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster cross organisational capability. 6. Proven ability to drive the development of globally competitive technology which is suitable for operational use. 7. Proven ability to build cohesive focused teams.   **Desirable Criteria:**   1. Experience leading large multi‐disciplinary teams across several technology areas and/or geographic locations.   **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 interactions across Business Units and the organisation. * **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:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role. * **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches. * **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:**  To be eligible for this position you must be willing and able to undertake significant domestic and international travel**.**  A National Police Check or equivalent, or National Security Clearance at the baseline level will be required. |

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| **Other Information:** |
| **Contact**  For further information about this role contact Heidrick & Struggles via email [Data61researchdirector@heidrick.com](mailto:Data61researchdirector@heidrick.com)  **How to Apply**  As part of their application, candidates are requested to provide the following in Microsoft Word format:   * **Curriculum Vitae** * **Cover Letter –** outlining the motivation and relevant capabilities and experience you could bring to this role. * **Contact details for three Referees –** Referees will only be contacted after prior consultation with the candidate. It is the candidate's responsibility to ensure that their referees are willing to provide reports when contacted by CSIRO.   **Please send your application directly to Heidrick & Struggles at** [data61researchdirector@heidrick.com](mailto:data61researchdirector@heidrick.com)  **About CSIRO**  At CSIRO, Australia's national science agency, we solve the greatest challenges through innovative  science and technology. Find out more! [www.csiro.au.](http://www.csiro.au/)    CSIRO's Data61 is the data and digital specialist arm of CSIRO. We are creating Australia's data-driven  future.  [Join us and start creating tomorrow today](https://www.csiro.au/en/Do-business/RandD/Do-business-Data61)!  CSIRO is a values-based organisation. Our employees need to demonstrate behaviours aligned to our values of:   * **People First:** We put the safety and wellbeing of our people above all else, and we know that diversity is the compass to navigate innovation. * **Trusted:** We earn trust everywhere, because we deal only in facts, and we operate with unwavering integrity. * **Further Together**: We collaborate widely and generously to boldly take on challenges that are bigger than ourselves. * **Making it Real:** We don't just do research – we deliver solutions that create change in our world. |