



Australia's National  
Science Agency

# Position Description Director, CSIRO Oceans and Atmosphere

Information for applicants

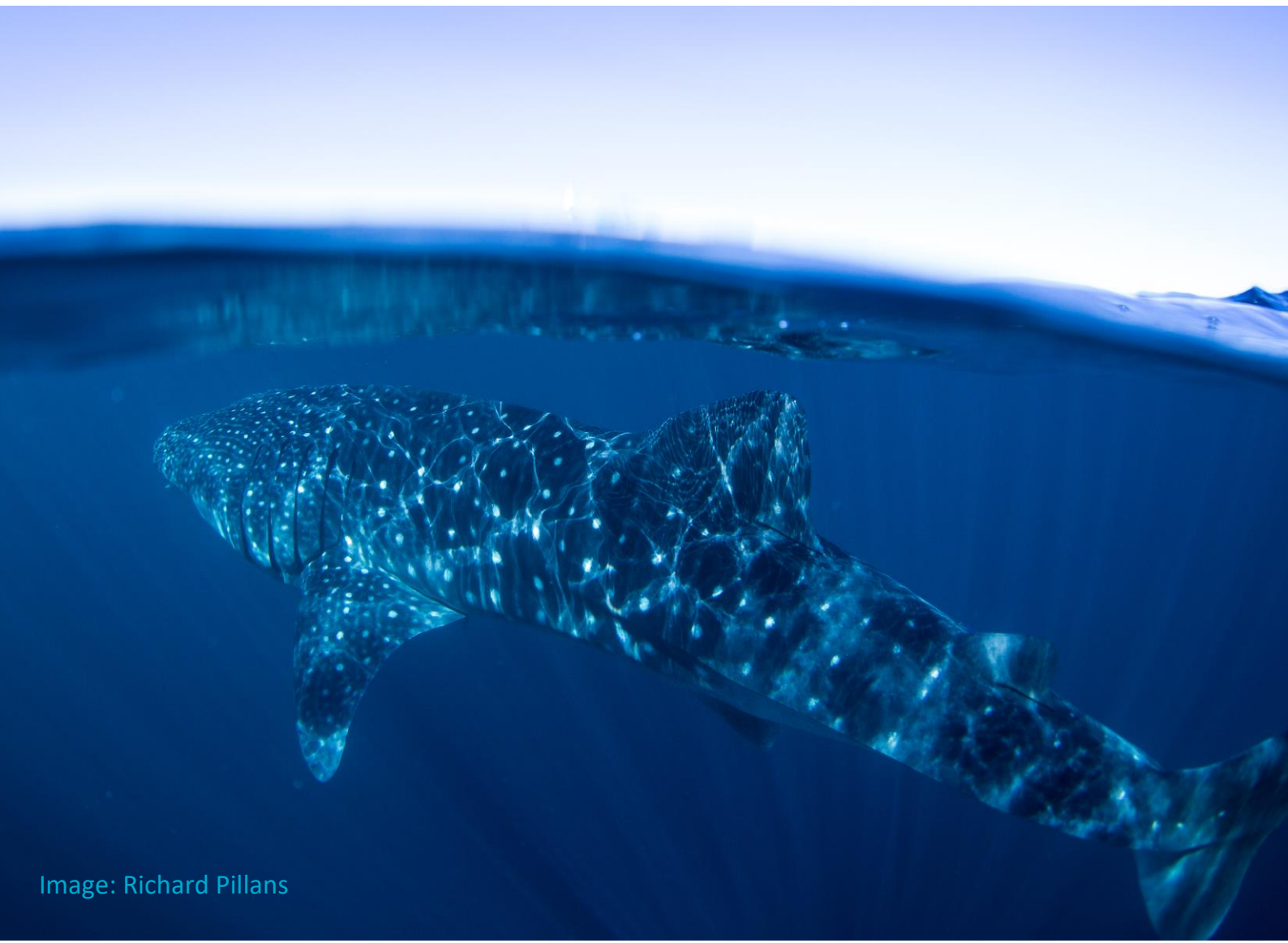


Image: Richard Pillans

## About CSIRO

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is one of the world's largest and most successful publicly funded research and development organisation with over 50 locations across Australia and internationally.

CSIRO is committed to complementing its world-class science capabilities with outcome-focused research that will generate economic, environmental and social benefits for Australia in a global context.

## About CSIRO Oceans and Atmosphere

Understanding our oceans, coasts, climate and atmosphere is fundamental to Australia's sustainable development and prosperity. CSIRO Oceans and Atmosphere provides large-scale, multidisciplinary knowledge to manage Australia's marine areas and atmospheric environment.

We provide the information that checks the health of the atmosphere, whether it be information on long-lived greenhouse gases and aerosols that change the heat stored in the atmosphere, right through to hazardous air pollutants that influence human and ecosystem health. We use this information to ensure that our climate and earth system models can accurately simulate the likely impacts of human behaviour on our earth systems into the future.

Our research is uniquely placed to deliver significant economic, social and environmental benefits for Australia and the region. We seek to secure Australia's future through our seas and skies.

## About the role

The role of Director, CSIRO Oceans and Atmosphere presents an important opportunity to play a lead role in providing trusted knowledge to manage Australia's marine areas and atmospheric environment.

This successful applicant will have a deep understanding of marine and atmospheric science/technology with a track record driving research strategy that supports industry, community and government. The role requires a visionary leader with experience in managing portfolios of projects and people within the research and development domain. The Director will be a member of the CSIRO Leadership team and have outstanding collaboration and communications skills.

## Strategic leadership

- Building on the team's success, oversee and implement the Business Unit Strategy.
- Lead the business unit to develop and realise its science vision in partnership with stakeholders and science partners.
- Deliver timely, accountable and focused outcomes to government, industry and society through application of world class R&D.
- Develop an R&D environment characterised by science and engineering excellence, creativity, innovation and collaboration.
- Ensure effective implementation of CSIRO's governance and decision-making frameworks to build an environment of transparency and trust.
- Active membership of the CSIRO Leadership Team.

## Capability leadership

- Attract, develop and retain world class talent that will meet current and future needs.
- Strive for 'Zero Harm' (physical and psychological) through a commitment to a healthy, safe and an environmentally sustainable workplace.
- Empower staff with sufficient autonomy to pursue innovative science and technology that encourages the creative exchange of ideas within the context of the broader CSIRO and BU Strategic plan and vision.
- Model appropriate and professional behaviour in the workplace and manage people matters proactively.
- Lead and champion change and collaboration across the organisation.
- Provide leadership to approximately 500 staff, students and affiliates to develop innovative scientific and technological solutions that deliver impact for Australia.



## Engagement and partnerships

- Develop and maintain strategic relationships with stakeholders, clients and partners to ensure alignment of the business unit's activities with the needs of the nation.
- Provide trusted advice to government, industry and the community.
- Undertake high level national/international representation of the Business Unit to expand the opportunities for science discovery and new business.
- Drive commercial outcomes through the transfer of research and technology into commercial and societal benefits.
- Build strategic alliances within the organisation to collaboratively execute CSIRO's strategy and support cross-CSIRO initiatives.

## Resource leadership

- Lead and manage the business unit's financial resources, people, infrastructure and research assets to ensure their effective and efficient use.
- Secure a pipeline of opportunities aligned with national priorities that delivers a sustainable financial future.
- Ensure effective management of physical infrastructure and resources in an environmentally sustainable way.
- Ensure best practice governance and management of commercial activities and intellectual property.

# Director, CSIRO Oceans and Atmosphere

## Qualifications

- Tertiary qualifications in a relevant field

## Critical experiences

- Has led multi-disciplinary, large research and development teams.
- Has developed collaborative relationships with key stakeholders.
- Has developed significant client/funding streams.
- Has developed and implemented research strategy in a diverse and complex organisation.
- Has grown a culture that puts people first and strives for excellence and teamwork.

- Has led significant change processes.

## Strategic impact

- Conducting 'boundary spanning' activities to develop client opportunities that enrich the quality and breadth of research in CSIRO.
- Creating the vision for employees to strive to deliver on strategy through the sharing of knowledge, and exposure to relevant experiences.
- Leading our nation's innovation system to grow competitive advantage and resolve future scientific and technology challenges.

## Selection criteria

1. Established credibility and respect in a relevant research domain with evidence of effective leadership of a world-class research capability commensurate with the scale of the O&A business unit (~500 staff and affiliates). Tertiary qualifications in relevant field is mandatory.
2. Evidence of strong engagement skills and strategic relationship management that expands growth opportunities, drives commercial outcomes, and delivers national impact.
3. Demonstrated ability to attract, retain, empower and develop world-class talent and to promote well-being and foster creativity and innovation.
4. Demonstrated track record in leading a complex, multi-site and large-scale operation including managing financial and physical resources and creating a safe and healthy workplace.
5. Established track record of building, driving and embedding cultural change and effective change management.
6. Strong leadership skills that demonstrate the ability to unite disparate groups.
7. Values and behaviours are exemplary, and actively promotes cross-organisation collaboration.



## Top 3 KPIs

**Impact from excellent science**

**Sustainable business model**

**Employee engagement**

## Where I spend my time

**40%** Business unit leadership

**20%** Enterprise leadership

**40%** Internal/external relationships

## What does success look like?

- I am building an innovative, sustainable and high-performing leadership team who are clear on the vision for CSIRO Energy and are empowered and enabled to drive science and engineering excellence, and deliver high quality research outcomes for our nation.
- I am delivering the O&A strategy and objectives through my project portfolio within agreed financial budgets and timelines.
- I am collaborating effectively across CSIRO and with national and international stakeholders in industry, government, and universities to deliver innovative projects and solutions.
- I am influencing through my strong networks and relationships in industry and across CSIRO Business Units to engage capable resources for strategic projects.
- I am consulting with clients and Government to understand problems and co-design solutions that meet their future needs and are commercially relevant for CSIRO and industry.
- I am managing the talent and capability within the business unit to ensure we have the right people and capability today and into the future.

### Key relationships

My fellow CSIRO Leadership Team colleagues to collaborate and bring together capability to deliver outcomes.

My industry and Government networks to partner, advise and innovate.

My Leadership team to deliver strategic outcomes, build capability and meet goals.

### Key customers

Industry partners, to partner and deliver science and technology solutions.

My fellow CSIRO leaders to collaborate and supply capability to delivery on our strategic objectives.

Government agencies and policy makers, to provide advice and transfer knowledge.

# Conditions of employment

- An attractive senior salary package will be offered to the successful candidate.
- CSIRO offers four weeks recreation leave and 15 days sick leave and carer's leave apply.
- CSIRO has a flexible working policy.
- Regular interstate and some international travel will be required for this role.
- Relocation and immigration assistance will be provided to the successful candidate where required.
- This position is for a three-year fixed term.
- A security clearance (Negative Vetting 1) will be required for this role.

## Location

The preferred locations for this role include Melbourne VIC and Brisbane QLD, however other locations may be considered.

## Apply

Apply online at <https://jobs.csiro.au/>

If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220.

Role enquiries can be directed to: Nicole Poole ([nicole.poole@csiro.au](mailto:nicole.poole@csiro.au) or 02 9490 5618) or Laurent Heymann ([laurent.heymanncsiro.au](mailto:laurent.heymanncsiro.au) or 07 3214 2342)

Applications should include your Curriculum Vitae and a statement of no more than 2 pages outlining how your skills, knowledge, experience and qualifications make you the best person for the role.

**As Australia's national science  
agency and innovation catalyst,  
CSIRO is solving the greatest  
challenges through innovative  
science and technology.**

CSIRO. Unlocking a better future  
for everyone.

**Contact us**

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[www.csiro.au](http://www.csiro.au)