# Position Details

## Research Consulting- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Company Formation and Strategy Leader, CSIRO Handprint |
| Job Reference | 73293 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | AU$136,437 to AU$150,956 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane preferred, Canberra and Melbourne may be considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Group Leader, Sustainability |
| Enquire about this job | Contact Lilly via email at lilly.lim-camacho@csiro.au or phone +61 7 3327 4730 |
| 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](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

The role of Research Consulting staff in CSIRO is to initiate, develop, lead and promote CSIRO's research capability for the benefit of Australia's economy, society/community and/or environment through strategic partnerships with industry. The primary responsibility of the role is the development and implementation of impact scaling strategies for CSIRO’s sustainability science through the formation of a commercial entity. It will require the management and/or leadership of portfolios of science delivery projects, client relationships, staff and other resources. Research Consulting staff undertake the establishment and facilitation of multi-team and/or multi-organizational, collaborative research programs leading to the delivery of results to clients and report on and collaborate on the uptake of the research results. In addition, they play a lead role in securing project funds through their interactions with clients and prepare detailed research proposals and project reports.

CSIRO HandPrint is a commercial vehicle for CSIRO to achieve impact at scale for its sustainability science. Sustainability is a long-standing challenge for the private sector, and the past year has highlighted the multi-faceted nature of this goal, and the lack of appropriate tools, know how and approaches to progress it. HandPrint is designed to harness CSIRO’s science in sustainability and deliver it in a manner that targets private sector needs and enables action and progress. Through software licencing and bespoke delivery models, HandPrint will create the research to industry value chain for science-based sustainability services. The Company Formation Strategy Leader also serves as deputy leader for the initiative from inception to commercialisation.

### Duties and Key Result Areas

* Identify, investigate & recommend the most appropriate structure for Handprint to maximise delivery effectiveness, commercialisation outcomes & science impact for CSIRO.
* Develop & test the business vision, value proposition & business model for Handprint.
* Develop and test the HandPrint business strategy, with an agile and continuous improvement mindset.
* Oversee the development of a cross-BU portfolio of projects for Handprint to ensure a sustainable revenue pipeline - providing leadership in negotiations, account management & lead generation.
* Lead a significant research translation effort, including management and delivery of a portfolio of projects involving a number of customers.
* Anticipate, plan (including long term/strategic planning) and implement changes within their own area of work.
* Development of cross-business unit portfolio strategy, including setting objectives, budgeting and reporting.
* Develop and maintain effective client relationships, based on knowledge of the client’s business and by identifying underlying needs.
* Conceive ideas for new projects based on industry/community problems and identify potential sources of funding.
* Act as a trusted advisor and use knowledge of trends in R&D to demonstrate creativity in anticipating and adapting quickly to changes in client needs and market changes.
* Liaise with the business manager and/or account managers to assess the commercial opportunities and to protect intellectual property.
* Work with commercial development staff to manage HandPrint business interactions with a variety of clients, involving the negotiation of multi-party agreements/contracts, including developing and promoting the benefit of the proposed initiative, developing the approach to negotiation and assisting other staff with strategies to promote their service and/or product.
* Develop relationships with clients to ensure repeat business and build opportunities for new business.
* Work with a long-term perspective when addressing client issues, balancing immediate and long-term benefits in order to build sustainable relationships.
* Represent and negotiate on behalf of CSIRO HandPrint, at the project level, developing new commercial opportunities to the informal commitment stage.
* Carry out commercial development activities within the sustainability services area and prepare or contribute to project proposals.
* Be involved in funding negotiations and advise on resource allocation.
* Typically, be involved in external activities within their relevant scientific or industry community (e.g. serving on committees) and may also be asked to contribute to cross-functional taskforces and policy bodies.
* Represent CSIRO HandPrint’s interests at external forums.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research commercialisation and consultancy team to carry out tasks in support of CSIRO’s science and impact objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.

## **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:** 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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. A PhD with relevant practical experience in environmental management, natural resource management, or the management sciences or managerial and/or commercial qualifications and significant experience and depth of science understanding from a research or industry perspective in sustainability.
2. Experience in commercialisation of science-based solutions and the use of incubator tools and processes.
3. Experience in developing portfolio-based strategies, business plans and go-to-market strategies for science-based offerings.
4. Excellent science-translation skills, preferably targeted towards the business sector.
5. Strong project management skills supported by evidence of strong attention to detail and use of agile strategies in fast-paced environments.

## **Desirable**

1. Experience in development and implementation of sustainability strategies in the private sector, gained through prior roles or through client interactions
2. Good understanding of sustainability trends and state of the science
3. Experience in working with or in the agricultural sector and its supporting sectors

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

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