# Position Details

## General Management – CSOF7 or 8 (commensurate with experience)

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| The following information is for applicants | |
| Advertised Job Title | **Microbiomes for One Systems Health****Future Science Platform****Research Leader** |
| Job Reference | 74528 |
| Tenure | Specified Term for up to 4 years (to 30 June 2025), with a minimum of 80% specific allocation to the role. |
| Salary Range | $139k to $153k plus up to 15.4% super (CSOF7)  $166k to $208k plus up to 15.4% super (CSOF 8) (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Flexible, Perth, Adelaide, Canberra, Melbourne or Brisbane preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates (visa can be provided to the successful candidate if required) |
| Position reports to the | Agriculture & Food BU Science Director/Deputy Director |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | No direct reports. This role will directly oversee the performance of a program composed of approximately 25 staff across multiple CSIRO Business Units |
| Enquire about this job | Contact Dr Alan Richardson via email at [alan.richardson@csiro.au](mailto:alan.richardson@csiro.au) or phone +61 2 6246 5189 |
| 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 General Management staff in CSIRO contributes to the effective delivery of science by providing high-level advice to senior managers. This is a senior role that facilitates the strategic development of organisational capability, responsible for initiating and implementing organisational change and representing the organisational interests in external forums.

CSIRO Future Science Platforms (FSPs) address future scientific challenges for Australia. They are an investment in science that underpins innovation that has the potential to help reinvent and create new industries. FSPs allow the development of capability and capacity for a new generation of researchers and are designed to attract the best experts and students and to work with CSIRO on future science.

FSPs support research teams that integrate science and delivery over the long term, looking to the future science needs of CSIRO and Australia, along with our external partners and stakeholders with a five to ten-year vision.

The Leader of the Microbiomes for One Systems Health FSP will coordinate a program of Microbiome-based research across multiple CSIRO Business Units and assist in the alignment with CSIRO BU strategies to deliver outputs and outcomes to support future engagement with external partners.

The Microbiomes FSP is developing new understanding of microbiome connectivity across the environment to human continuum and how system perturbations impact on microbiome functionality, diversity and systems health. A key objective is to capture greater benefit from microbiome interactions through more informative and predictive frameworks for functionality and by targeted interventions. Capacity to directly manipulate microbiomes across hosts and environments will provide new opportunities for bio-based solutions to be developed and applied to improve the health of natural and managed environments and for increased benefit to plants, animals and humans.

The portfolio of research within the Microbiome FSP is focussed around three specific themes of horizon 3 science that address; 1) Systems Connectivity: the application of multi-omic tools to analyse point and system level change and associated measures of functionality both within and across interconnected biomes. 2) Predictive Frameworks: analysis of the state of a microbiome and its response to factors that drive structural and functional change, including integration of multi-layered data and empirical and statistical modelling studies to measure and/or predict how system perturbations influence microbiome resilience and functionality. 3) Deliberate Interventions: the development of technologies and management interventions to construct novel microbiome communities and their manipulation for targeted outcomes that are predictable, effective and provide stabilized microbiome function and systems benefit.

The FSP Leader will be impact driven, entrepreneurial and a collaborative science leader who actively develops and manages an exciting portfolio of science across several application domains across multiple CSIRO Business Units that includes; i) Environment, Soil & Plant Health, ii) Food Chain & Production ii) Diet, Gut and Health and iv) Optimized Industry & Urban Processes. A key responsibility is to promote collaboration across the science portfolio to bring the best internal and external capability to address the needs of the FSP.

The FSP Leader will report to the CSIRO Science Council and the Agriculture & Food Business Unit senior management team, but with clear connections to all participating CSIRO Business Units. The leader will be responsible for the day to day management of the science platform, be accountable for the delivery of science to CSIRO Business Units and the Science Council, including the financial management of the platform.

### Duties and Key Result Areas:

**Impact Science Leadership**

* Support and develop the 5 to 10-year science vision across the science horizons and application domains embodied in the FSP. Develop an R&D environment characterised by science excellence, creativity, innovation and flexibility.
* Develop and manage the research portfolio according to CSIRO’s Project Management Standards including prioritisation of effort, resource allocation and financial accountability
* Where required identify and manage the Platform’s portfolio of Intellectual Property.
* Identify and progress opportunities and engagement with external stakeholders.
* Coordinate response from the FSP to internal and external review processes as required.
* Undertake long term science impact planning in partnership with Business Units, to address national challenges and to build CSIRO’s capacity to innovate for science discovery.
* Promote science opportunity through collaborative engagement and support of workshop events and communications across CSIRO’s Microbiome research platform.
* International research reputation and credibility with recognised contribution to an area of science leading to national and/or international output.

**Capability Leadership**

* Build and assist in the support of research capability and professional development of scientists deployed to the platform across CSIRO.
* Attract, develop and support world class talent which will meet current future needs of the CSIRO.
* Plan for resourcing of the platform, liaise with Research Programs across the contributing Business Units to identify capability and identify new opportunities for the stakeholders to contribute.
* Build effective teams and support career development for CSIRO BU staff that are aligned with the science platform.
* Effectively lead change initiatives across the Platform and the broader scientific and industrial community leading to science capability development and uptake of research developments.
* Model appropriate and professional behaviour in the workplace and manage people matters proactively.
* Strive for ‘Zero Harm’ (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace.

**Engagement & Partnership**

* Identify and manage projects with the support of Business Development and contributing Business Unit Research Programs to ensure project delivery and schedule, scope and cost are being met.
* Build strategic and collaborative relationships within CSIRO to support Business Unit strategies, including fostering mobility and cross‐deployment of personnel.
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields.
* Communicate Microbiome strategy and Platform goals to internal and external stakeholders.
* Coordinate, with Business Development support, high level contact and customer engagements for future collaboration with Business Unit Programs, other Future Science Platforms, CSIRO Missions and external partners.

**Resource Leadership**

* Lead and manage the Program’s financial resources, people, infrastructure and other assets to ensure their effective and efficient use.
* 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 in the platform.

**Personal Attributes**

* Personal effectiveness to drive and coach for performance.
* Credibility by demonstrating a poise and confident demeanour that is consistent with CSIRO vision and values.
* Establish and sustain trusting relationships and leveraging insights to effectively manage both self and team responsibilities.
* Passion for results by driving high standards for individual, team and organisational achievement.

## **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 organisational interaction across CSIRO.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency and understanding through 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:** 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.

## **Selection Criteria**

#### Essential

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

1. PhD in Biological Sciences or equivalent in a relevant field, combined with significant experience and depth of scientific understanding in an area relevant to microbiome-based research, or experience gained in R&D and/or with Industry*.*
2. Established reputation and credibility in the relevant biological sciences domain with evidence of effective world‐class science, for example through publication, research and/or innovation leadership.
3. Evidence of successful development, initiation and leadership of scientific research with outcome delivery in a high technology, R&D or innovation delivery role relevant to the Platform’s impact areas.
4. Demonstrated ability to empower and develop world class talent and to promote wellbeing and foster creativity in and across multidisciplinary teams.
5. Evidence of strong engagement skills and strategic relationship management that grows new research partnerships and develops opportunities for future outcomes.
6. Experience in the implementation and development of strategically aligned research activities with demonstrated knowledge/understanding of scientific and logistical challenges associated with the building of a platform area of new research.
7. A strong history of establishing and working effectively in teams, a record of leadership which encourages new ideas, builds trust and provides support for the development of emerging skills, including influencing staff in observing corporate and professional standards, acting as trusted advisers, fostering effective client relationships, and ensuring alignment between client needs and CSIRO’s research objectives.
8. A significant record of innovation and creativity plus the ability & willingness to incorporate and/or promote the inclusion of novel ideas and approaches into projects of all sizes and scale.

## **Desirable:**

1. Experience in a microbiome-based research environment with appreciation of the challenges and opportunities presented for current and future research.
2. Working understanding of the existing CSIRO FSP model and operations and an understanding of the CSIRO strategy, research models and operations.

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.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)