# Position Details

## Research Manager- CSOF7

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| The following information is for applicants |
| Advertised Job Title | Deputy Lead Drought Resilience Mission |
| Job Reference | 79682 |
| Salary | AU$141,949k - AU$157,055k per annum, plus up to 15.4% superannuation |
| Tenure | Specified Term of up to 3 years |
| Location(s) | Brisbane, Canberra, Adelaide or Perth preferred, other locations negotiable |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Lead, Drought Resilience Mission |
| Number of Direct Reports | 0 |
| Enquire about this job | Graham Bonnett via email graham.bonnett@csiro.au or phone 0408 158 023 |
| How to apply | Internal applicants please apply via **Jobs Central**If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220. |

### Role Overview

CSIRO is the national science agency that undertakes research to make life better for Australia and Australians. Missions are a strategy by which CSIRO is seeking to help solve significant national challenges by partnering and using the breadth of CSIRO’s capabilities to concentrate on fewer bigger problems. The Drought Resilience Mission’s goal is to reduce the impacts of drought by 30% by 2030. The Mission was launched in September 2021 and is one of four missions CSIRO has launched. The Mission is now seeking to scale the impact it can deliver to attain its goal.

This new role is to be part of the leadership team developing and delivering to the goal of the Mission. This will involve engagement internally across the organisation with capability leaders whose staff are deployed to Mission projects, the Missions Office that oversees the governance and reporting of the Mission, and externally with Mission partners, collaborators and end users of Mission research.

**Duties and Key Result Areas:**

* Influence: Represent the DR Mission in internal and external fora; help develop the communication collateral that highlights progress and opportunities.
* Planning for impact: Work with the Mission team to develop and execute plans to scale up mission activity and impact towards the Mission goal.
* Grow internal engagement: Increase the breadth of capabilities utilised in Mission projects to help reach the organisational goal of 30 % of impact science aligned with Missions.
* Grow opportunities, revenue and partnerships: Respond to and create funded opportunities with government, industry and the private sector to scale the portfolio of programs of work. Develop and maintain relationships with funders, collaborators and delivery partners.
* Monitor, Evaluate, Learn and Report: Work with the Mission team to monitor progress and impact against key performance indicators and contribute to performance reporting of the Mission.
* Impact: Work with projects aligned to the Mission to generate increased impact from their combined outputs.
* Sponsor particular activities to support project leaders with governance, engagement and delivery of projects.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **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:** 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:** 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:** 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. Tertiary level expertise, ideally with postgraduate scientific or managerial qualifications, in at least one area of relevance to the Drought Resilience Mission (e.g. water resources, agriculture, regional communities or other).
2. Proven ability to form productive and enduring collaborative relationships.
3. Experience with large and complex projects utilising a range of skill sets and expertise to solve significant challenges.
4. Record of attracting research investment from a range of government and/or private sector sources.
5. Record of generating and documenting impact from research.
6. Ability to communicate to a range of audiences (e.g., investors, collaborators and end users of research) tailored to their specific needs.
7. Extensive network in the Australian rural research sector and the industries and communities that they serve.

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

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted