# Position Details

## General Management – CSOF7

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| The following information is for applicants |
| Advertised Job Title | Director Business Development & Global- Services |
| Job Reference | 72012 |
| Tenure | Specified Term of 3 years  |
| Salary Range | AU$136,437 to AU$150,956 pa + up to 15.4% superannuation + car allowance and bonus.  |
| Location(s) | Australian Major Cities  |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent ResidentsTemporary Residents with full working rights for the duration of the term who do not require sponsorship |
| Position reports to the | Executive Manager, Business Development & Global |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 2-3 |
| Enquire about this job | Andrew Chalmers Andrew.chalmers@csiro.au or via phone 0413 483 653.  |
| 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 or call 1300 984 220. |

### Role Overview

CSIRO Services connects society, communities, government, and industries to science to improve innovation performance, collaboration and to solve some of the most pressing problems for Australia. CSIRO Services consists of five diverse businesses: Education and Outreach, SME Connect, Infrastructure Technologies, Publishing and Futures, and also currently leads the SME Collaboration Mission. Each of these businesses are market-facing and operated on a commercial basis. CSIRO Services is the only business unit in CSIRO that does not deliver science services.

The role of the Business Development & Global Director - Services is to support the Services business unit Leadership Team, its five diverse businesses and major business unit initiatives to achieve financial, commercial, strategic and relationship objectives and create impact. This includes leading a team of BD staff:

* for building and monitoring a portfolio of external relationships and pipeline of funding opportunities, as well as securing new funding that is aligned to our innovation and impact goals
* To work with a diverse range of customers and internal and external stakeholders to identify strategic opportunities, close and support complex deals; and
* To flexibly deliver a broad range of business and commercial support and advice to the business unit.

Although primarily focused on business development, the Director must have a strong understanding of how and when commercial skills are utilised across the innovation, relationship and transaction lifecycle.

Key focus areas include:

* People leadership - development, deployment, coaching and guidance
* Customer focus – connecting diverse skills and people to drive impact and deliver for the customer
* Ability to connect and work across the organisation (cross Business) – “activating the horizontal” - representing all of CSIRO (stakeholder engagement)
* Garnering knowledge sharing and education across the organisation by supporting ‘Communities of Practice” to develop ‘best practice’
* Resource management – creatively resource in-business priorities including utilising specialists in an inclusive way to optimise delivery
* Prioritising and delivering against the CSIRO Corporate Plan - supporting the business Leadership Team to deliver against the business unit’s strategy

### Duties and Key Result Areas:

* Partner effectively with the business unit’s leadership team, to achieve, drive and grow financial, commercial, and strategic impact, focusing on return on investment to maximise organisational results in line with CSIRO’s Corporate Plan and the business unit’s strategy.
* Develop strong trusted advisor relationships with senior executives and external stakeholders, and the business unit’s leadership team.
* Build and lead a high performing business development and commercial team, including providing coaching as well as creating a culture that fosters innovative problem solving, continuous improvement and knowledge sharing.
* Proactively identify, build, and develop strategic portfolios of clients & partners in the Business’s key markets, to support delivery of short- and long-term revenue goals.
* Proactively identify and lead the end-end conversion of strategic Business Development and Commercial opportunities at the Business Unit level to meet financial and impact objectives.
* Increase cross business unit connections and interactions for the benefit of the customer and CSIRO (the horizontal).
* Assemble and prioritise specialists to maximise strategic outcomes for the customer (IP, Legal, Commercialisation, Commercial Contracts).
* Support the business unit with market research, business intelligence and new business models that proactively supports planning, monitoring and evaluation of business impact and business performance revenue pipeline and results, report on IP and technology pipeline activities, report on governance issues on the investment portfolio.
* Drive the forward revenue pipeline within the Business Unit and cross Business Unit initiatives to maximise opportunities that deliver return on investment and future revenue impacts to CSIRO and Australian industry.
* Taking responsibility for the implementation and oversight of BD&G systems & processes within the Business Unit, and the development of the BD&G culture and capability of the Business Unit, including IP, Commercial Contracts and Legal.
* Lead the performance and development of the BU (including specialists, e.g. IP) Business Development and Commercial team, including accountability for the ongoing enhancement of the team’s capability through a commitment to learning and development and effective knowledge transfer across the Business Development and Commercial function where there is a high level of cooperation with and between the teams.
* Build a high performing team, providing coaching and development opportunities across the breadth and depth of a complex team that delivers high standards in service delivery as well as technical output, proven ability to hold a team accountable to specified results, as well as creating a culture that fosters innovative problem solving, continuous improvement and knowledge sharing.
* Responsible for owning and embedding the commercial and business skills standards across CSIRO through education programs and knowledge sharing that build organisational capability to effectively engage with clients and partners.
* 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 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. Demonstrated experience as senior business/commercial/strategy development in a technology/science sector and/or sector relevant to one of the Services business unit’s 5 businesses.
2. Relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles, ideally with postgraduate managerial qualifications.
3. Demonstrated ability to partner effectively with internal customers including at the leadership level, to achieve and grow financial, commercial and strategic impact, focusing on return on investment to maximise organisational results in line with CSIRO’s Corporate Plan.
4. Demonstrated experience in building and leading a high performing team, including providing coaching as well as creating a culture that fosters innovative problem solving, continuous improvement and knowledge sharing.
5. Demonstrated ability to proactively identify, build and develop a portfolio of key external commercial relationships and opportunities to support delivery of impact objectives and meet current and future revenue goals that are aligned to CSIRO’s Corporate Plan.
6. Demonstrated recent ability to deliver end-to-end conversion of strategic business development and commercial opportunities with a focus on driving and supporting efficient commercial contracting and leadership of a multi-disciplinary teams.
7. Demonstrated experience to build and maintain strong professional and collaborative working relationships across a wide range of disciplines at all levels, and proactively seek and influence multiple key stakeholders, within a complex and ambiguous environment, to achieve a successful outcome.

**Special Requirements**

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance 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.
* The role will require both domestic and international travel. A current driver’s licence and passport is required.

## **About CSIRO:**

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

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

* People First
* Further Together
* Making it Real
* Trusted