# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Business Development Manager – Land and Water |
| Job Reference | 72243 |
| Tenure | Specified term of 3 years |
| Salary Range | AU$113,338k to AU$132,811 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra ACT |
| 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 | Business Development and Global Director |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Jacqui Watt via email at [jacqui.watt@csiro.au](mailto:jacqui.watt@csiro.au) |
| 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 Business Development (BD) Manager in CSIRO is to support and enable the effective delivery of science through external engagement, including market validation, managing the customer engagement process, opportunity development and pipeline build, business model development, and delivering strategic partnership outcomes.

The BD Manager will report to the Business Development & Global (BD&G) Director and will be deployed to CSIRO’s Land and Water Business Unit. CSIRO Land and Water brings together interdisciplinary teams that combine biophysical and social sciences to develop solutions for complex environmental challenges. Holistic, integrated science solutions are key to solving the challenge of increasing environmental pressures.

Land and Water draws on the world's largest team of social science and economic expertise. Researchers bring deep knowledge of disciplines including biodiversity, water resources, social systems, economic expertise, infrastructure, and interpretation and analysis of environmental information. We combine this knowledge to develop new approaches to complex problems.

CSIRO researchers work with a broad range of industries, regulators, and other researchers to better understand problems facing Australia. Deep engagement with stakeholders ensures the right questions are asked and that there is understanding and uptake of the results. Together, we produce outcomes, products and tools that help policy- and decision-makers. Our integrated capability is instrumental in supporting efforts to ensure that Australia's environment is managed sustainably.

The role will require building and monitoring a portfolio of external relationships and an integrated pipeline of opportunities aligned to Land and Water’s science and impact goals that will achieve investment at scale. The BD Manager facilitates close collaboration with customers and internal stakeholders to identify strategic business opportunities and close complex deals.

### Duties and Key Result Areas:

* Provide substantial input into the development of strategic business and commercial plans building business cases and investment models that incorporate insight into industry, market needs and opportunities, effectively utilising available business and market information.
* Participate in the execution of a Business strategy to achieve the investment and commercial objectives of the areas of responsibility and proactively identify, guide and support the conversion of Business opportunities.
* Participate in establishing complex business models and lead negotiations with customers to close high-quality, at scale deals in collaboration with internal support functions. Utilising internal networks, engage and build individuals with relevant skills and experiences across BD&G, the relevant Business Units and other support functions to close deals aligned to the strategic direction of the Land and Water Business Unit and CSIRO.
* Maintain a portfolio of business and commercial relationships aligned to Land and Water’s strategy and plans, including work packages and impact pathways, under the guidance, mentoring and coaching of the BD&G Director for Land and Water.
* Working with the BD&G Director, maintain an opportunity pipeline and workflow systems to ensure accurate forecasting and visibility of opportunities as allocated by the BD&G Director.
* Apply knowledge of CSIRO strategies, policies, processes, systems and tools relevant to BD, including operational planning, commercial governance mechanisms and pipeline management, particularly with relevance to commercial activities (e.g. TPA, Copyright, Trademarks, Patents, CAC Acts).
* Proactively create a portfolio of ‘trusted advisor’ relationships with strategic clients, partners, and key internal stakeholders to drive BD activities and achieve objectives.
* Develop and apply a broad knowledge of the science domain and a strong working knowledge of specific science areas of responsibility, incorporating commercial BD principles, negotiation, markets, business and technology trends and relevant issues.
* 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, 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:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **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:** 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:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## **Selection Criteria**

#### Essential

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

1. A relevant tertiary qualification in science or business (or other relevant area). Proven results in identifying, establishing and building strategies and business models, developing investible business cases and negotiating complex multi-stakeholder deals that are fit for purpose, achieve scale and deliver business growth.
2. Demonstrated ability to partner effectively with client groups to achieve and grow Business Development and/or Commercial impact with revenue, focusing on return on investment to maximise organisational results in line with CSIRO’s Corporate Plan.
3. Demonstrated ability to proactively identify, build and develop a portfolio of commercial relationships, build and develop key strategic relationships to support delivery of impact objectives and meet current and future revenue goals that are aligned to CSIRO’s Corporate Plan.
4. Demonstrated ability to deliver end-to-end conversion of strategic Business Development and Commercial opportunities with a focus on driving and supporting efficient commercial contracting.
5. Demonstrated ability to garner support for collaborative working relationships across a wide range of disciplines at all levels of the organisation including building virtual BD&G teams, and externally, proactively seek and influence multiple key stakeholders, within a complex and ambiguous environment, to achieve a successful outcome.
6. Demonstrated understanding of commercial BD principles, negotiation, markets, business and technology trends and issues relevant to the Climate and Disaster Resilience
7. Demonstrated understanding of, and experience, working with opportunity pipeline and workflow systems, to ensure accurate forecasting and visibility of opportunities.

Special Requirements

Appointment to these roles may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidates 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/)!

CSIRO is a values-based organisation. We expect our employees to demonstrate behaviours aligned to our values of:

• People First

• Further Together

• Making it Real

• Trusted