# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Strategy Manager |
| Job Reference | 72673 |
| Tenure | Specified Term 6 months  Full-time |
| Salary Range | AU$113,338 to AU$132,811 pa + up to 15.4% superannuation |
| Location(s) | Negotiable - Eveleigh, Sydney or Black Mountain, Canberra |
| 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 | Deputy Director – Missions Office |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Alex Cooke via email at [Alex.Cooke@csiro.au](mailto:Alex.Cooke@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

CSIRO’s purpose as Australia’s national science agency is to solve Australia’s greatest challenges through innovative science and technology. As one of the world’s largest mission-driven multidisciplinary science and research organisations, we are focusing on the issues that matter the most: for our quality of life, for the economy and for our environment.

There are six challenges we are assisting the nation to overcome and turn to Australia’s unique advantage: Food security and quality; Health and Wellbeing; Resilient and Valuable Environments; Sustainable Energy and Resources; Future Industries and a secure Australia and region.

A Challenges and Missions Transformation program has been introduced to help us focus on addressing the six challenges in a co-ordinate, multi-disciplinary way and to ensure digital is central to our thinking.

The Strategy Manager position will be a pivotal part of CSIRO’s Strategy team and be part of our Challenges and Digital Transformation program and supporting the defining and operationalising of large-scale missions to address Challenges.

The role will require a passionate boundary spanner with the capacity to support cross-functional teams (and external networks) to explore, design, select and operationalise missions. Through collaboration across boundaries, frameworks, and analytical support the Strategy and Innovation Consultant will be responsible for delivering transformational change to teams across the business who are looking to solve wicked challenges.

### Success in the role will require collaborating with the Executive Manager, Strategy to inform leaders of the most strategic markets for CSIRO’s applied science capabilities, and influence collaboration networks to catalyse the most innovative science which will deliver significant national and global benefit.

### Duties and Key Result Areas:

* Support cross-disciplinary missions teams through the cycle from ideation, exploration, planning, stage gates to launch and delivery of impact.
* Establish an effective operating model for missions in conjunction with the program mission teams and the broader CSIRO Leadership team.
* Identify and capture synergies within the Growth Sector and across the organisation (including Strategy and Future Science)
* Contribute to a repeatable playbook for mission development and launch leveraging CSIRO’s knowledge base and other global mission programs.
* Project management of mission’s work stream across the teams and supporting services – including reporting to Executive and Board.
* Communicate mission program and refine in discussion with leadership and staff.
* Strategic intelligence: Analyse trends, articulate scenarios, and identify opportunities/challenges.
* Rolling strategy conversations and choices: frame strategy questions, and processes to set corporate strategy on different time horizons and align business unit and enterprise support services plans.
* Support rolling strategy conversations and choices including frame strategy questions, provide analysis to informed decisions and support decision making and implementation on different time horizons and levels.
* Frame and mobilise strategic initiatives: convert strategy to a few critical initiations to gain traction. Ensure each properly chartered, led and resourced to deliver to clear milestones.
* Strategy communications: clear and engaging communications and engagement processes to foster alignment across CSIRO and the National Innovation System.
* Create an environment that encourages new ideas and provide support for the development of emerging skills.
* Manage project resources including securing, allocating and monitoring budget to achieve outcomes.
* Attend national and international meetings and conferences to continually identify current issues on major national challenges and best practice in addressing them through technology.
* Demonstrate exceptional people management and interpersonal skills to ensure motivated, high performance teams.
* Demonstrates commitment to fostering a culture that supports diversity in gender, culture, and experience, which enhances our creativity and skill mix.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm 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. Bachelor’s Degree with demonstrated high academic achievements and exposure to science and innovation.
2. Significant relevant work experience developing strategy and initiating multidisciplinary, cross-business projects.
3. Demonstrated ability to provide high level strategic analysis on existing operations, recognise opportunities, and provide high quality guidance in a complex organisation to ensure competitive advantage across a national and global market.
4. Proven ability to deliver results in an environment of high ambiguity and support multiple initiatives across a large complex organisation.
5. Exceptional oral and written communication, interpersonal, negotiation and representational skills, including experience working across diverse teams and large organisations.
6. Proven project management, decision-making and problem-solving skills with the ability to multi-task, produce rapid results and remain composed under pressure.

## **Desirable:**

1. A post graduate degree may be an advantage.
2. Project experience in multiple scientific and innovation domains.
3. Experience working in a publicly funded research agency.
4. Experience in organisational design.
5. Facilitation training and skills.
6. Co-design training and skills.

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.

## **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 the CSIRO [Strategy](https://strategy.csiro.au/strategy-at-a-glance/our-purpose-and-strategy-2/)