

Position Details

General Management – CSOF7

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| THE FOLLOWING INFORMATION IS FOR APPLICANTS | |
| **Advertised Job Title** | Director Business Development – Health & Biosecurity |
| **Job Reference** | 73282 |
| **Tenure** | Specified Term – 3 years |
| **Salary Range** | AU$139,166 to AU$153,975 pa (pro-rata for part-time) + up to 15.4% superannuation |
| **Location(s)** | Sydney, NSW or Melbourne, VIC |
| **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** | Executive Manager, Business Development & Global |
| **Number of Direct Reports** | 6 approximately |
| **Enquire about this job** | Chris Olchoway via email [Christine.Olchoway@CSIRO.au](mailto:Christine.Olchoway@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 Director Business Development, partnering with CSIRO’s Health and Biosecurity business, is part of the BU leadership team, understands relevant domain knowledge and develops, leads and implements a Business Unit BD&G strategy that is consistent with its Impact strategy and the Corporate Plan.

# CSIRO Health and Biosecurity (H&B) conducts scientific research and develops products and services to address the complexity and interdependencies of human, animal and environmental health, and biosecurity challenges, for the benefit of the nation.

Although primarily focussed on Business Development they must have a strong understanding of how and when Commercial skills are utilised across the transaction lifecycle.

* People leadership (development, deployment, coaching and guidance)
* Customer first – 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 (ASL, budget) including utilising BD&G specialists in an inclusive way to optimise delivery.
* Prioritising and delivering against the Corporate Plan - supporting the Business Leadership Team to deliver against the strategy

# Duties and Key Result Areas:

* Responsible for establishing, leading and monitoring the execution of a strategy to achieve and grow Business Development and Commercial impact and revenue aligned with Sector, Business Unit strategy and CSIRO’s Corporate Plan – including Missions.
* Develop strong trusted advisor relationships with senior executives and external stakeholders across industry and government, specifically working with Government health departments and agencies at federal or state level.
* 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 Director 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, eg 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.

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# 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. Relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles, ideally with postgraduate managerial qualifications.
  2. Industry Experience in Commercial Med Tech, Pharma, and or diagnostics for a minimum of 5 years
  3. 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.
  4. 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.
  5. 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.
  6. Demonstrated experience to build and maintain strong professional and collaborative working relationships across a wide range of disciplines at all levels of the organisation and externally, proactively seek and influence multiple key stakeholders, within a complex and ambiguous environment, to achieve a successful outcome.
  7. Demonstrated experience in building 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.

**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/)!

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