# Executive Manager - Global

# General Management - CSOF8

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| The following information is for applicants |
| Advertised Job Title | Executive Manager Global |
| Job Reference | 76145 |
| Tenure | 3 years |
| Salary Range | CSOF8 AU$166,056 to AU$208,488 pa + up to 15.4% superannuation |
| Location(s) | All CSIRO locations considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Director, Business Development and Global |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 5 |

### Role Overview

The Executive Manager Global oversees the management and performance of Global function, focusing on alignment with Australian practices and delivery to the Global Strategy. This role is a key liaison point with the Offshore network and the On-Shore Country / Partnership Support team. The role will be responsible for

* Driving external engagement and research partnerships across the global regions in which CSIRO operates.
* Ensure alignment of the Global Strategy to CSIRO BU, Domain Sector and, Mission Strategies.
* Co-ordinating and managing Team Australia (DFAT & Austrade) relationships across the international footprint and at the Centre in Australia.

### Duties and Key Result Areas

Strategy and Communication

* Align the strategies of the offshore network with the Global Strategy and CSIRO strategy, including individual BU strategies, CSIRO Mission Strategies and, CSIRO Domain Sector Strategies.
* Responsibility for designing and creating new engagement and partnership opportunities using design thinking principles.
* Responsibility for supporting the development of the Global Opportunities Pipeline within BD&G communities and BU’s.
* Oversight of the offshore network to ensure alignment with CSIRO’s Australia organisational strategy to deliver national benefit.
* Consultation and liaison with Business Development in the identification, co-ordination and, oversight of key strategic partnerships offshore.
* Provide high level support and advice to the Director Business Development and Global on issues and interactions with key stakeholders and external parties.
* Manage reporting and dashboards for the offshore network.
* Complete projects that are related to the Director Business Development and Global as required.
* Attract and drive capacity building projects with key strategic customers offshore.

Provide thought leadership on strategic decisions

* Maintain awareness of current issues on major national challenges and best-practice approaches to addressing them through interdisciplinary approaches that include science, technology and humanities.
* Act as a trusted and expert advisor, and in consultation Business Development, understanding key strategic customers offshore and/or seek information about their real underlying needs.
* Identify and adapting quickly to changes in strategic customer needs and market changes.

Work collaboratively and demonstrate exceptional interpersonal skills

* 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 drive cross-disciplinary research programmes.
* Demonstrate exceptional interpersonal skills to be a trusted and effective influencer of senior thought leaders within the organisation.
* Create an environment that encourages new ideas and provide support for the development of emerging skills.

**Team Building & Development**

* Build and coach high performing team to provide pragmatic, clear advice and recommendations to enable outcomes against the Corporate Plan.
* Coach and mentor own team to build high performing teams.
* Manage the performance and development of the team, including accountability for the ongoing enhancement of the team’s capability through providing opportunities and a commitment to learning and development and effective knowledge transfer across BD&G where there is a high level of cooperation with and between the teams.
* Empowering teams and accepting full responsibility for decisions made by own team - overcoming problems and setbacks in achieving team and individual goals

Other

* Display exceptional organisation and time management skills in the ability to be proactive, plan, multi-task and prioritise work.
* Be the connector between the Business Development, the offshore network, and key strategic customers offshore.
* Actively participate as a member of the Business Development and Global Leadership Team.
* Build strong relationships with internal and external senior stakeholders.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm 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:** uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scene support and tactical use of information to gain support.

**Resource Management and Leadership:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.

**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:** commit significant resources in the face of uncertainty and take 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 changes or when faced with external constraints. Identifies and promotes 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. Experience managing international engagements and partnerships.
3. Demonstrated Experience managing offshore teams and the flexibility to work across multiple time zones on any given day
4. Demonstrated ability to develop and manage a portfolio of strategic relationships with key clients and partners to meet strategic and financial objectives, in line with CSIRO’s Corporate Plan.
5. Demonstrated ability to design, facilitate and execute future focussed strategic business development initiatives, as well as driving alignment across BD&G teams, scientists, and clients– delivering results that are impactful and aligned to CSIRO’s Corporate Plan in a culturally diverse environment.
6. Demonstrated leadership skills and experience that can be applied to leading a team through significant change, engaging the team, and providing a unified goal and strategy for them to align themselves and their teams.
7. 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.
8. 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**

This is a security assessed position. To be eligible you must hold an Australian Citizenship and be willing and able to meet Negative Vetting Level 1 Security requirements.

## **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:

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