# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Business Development Manager – Mineral Resources |
| Job Reference | 76446 |
| 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) | Brisbane preferred, Melbourne and Perth considered. |
| 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 | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Julian Reynolds via email at [julian.reynolds@csiro.au](mailto:julian.reynolds@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 outcomes through external engagement, including market validation, managing the customer engagement process, opportunity development and pipeline build, business model development, and delivering strategic partnership and commercial outcomes.

The BD Manager will report to the Business Development & Global (BD&G) Director and will be deployed to CSIRO’s Mineral Resources (CMR) Business Unit (BU). CMR brings together interdisciplinary teams with expertise across the entire minerals value chain, from exploration through to mine closure and rehabilitation. We deliver science and technology innovation to help Australia unlock the value of its mineral resource endowment and to drive the competitiveness of the Australian mining industry.

The role will require building and monitoring a range of internal and external relationships that support the delivery of CMR and CSIRO strategic objectives. The BD Manager facilitates close collaboration with customers and internal stakeholders to identify and close strategic business deals.

### Duties and Key Result Areas:

* Work with science teams to maintain an up-to-date pipeline of industry engagement and commercial opportunities, ensuring accurate forecasting and rigorous follow-up to drive achievement of revenue targets.
* Develop and manage a portfolio of industry relationships aligned to BU and CSIRO strategy, business plans and commercialisation objectives. This involves taking a lead role in coordinating CSIRO’s strategy and engagement activities for a number of identified key accounts.
* Develop a strong knowledge of both CSIRO and CMR BU strategies, policies, processes, systems and tools that are relevant to BD. Use this knowledge to champion their application is areas such as program strategy development, operational planning, governance and pipeline management.
* Strive to continuously gain deeper insight into the mineral resources industry, its needs, pain points and emerging opportunities. Use this knowledge to help shape CSIRO’s engagement with the industry and to guide BD and commercialisation activity.
* Proactively create a portfolio of ‘trusted advisor’ relationships with key internal stakeholders and utilise these relationships to support BD activities and objectives.
* Lead the prioritisation and execution of technology commercialisation initiatives, working closely with the CMR BD team and the Commercialisation group (for the more complex transactions).
* Represent CSIRO at conferences, trade fairs and exhibitions.
* Coordinate and host visits from external organisations interested in collaboration with CSIRO.
* 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.
* 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.
* Take on additional responsibilities as directed by the BD&G Director, when the need arises.

## **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. Tertiary qualifications in a relevant area, such as Science, Engineering, Business, Management, or equivalent management/leadership experience in the mineral resources area.
2. Excellent communication, interpersonal and negotiation skills, including experience working with science, commercial or engineering staff and a proven ability to work with and influence stakeholders across all levels in an organisation.
3. A history of professional and respectful behaviours and attitudes in a complex working environment.
4. Minerals industry knowledge, sales or business development experience (more than five years).
5. Demonstrated ability to facilitate and drive collaboration across stakeholder groups, such as via leading workshops to deliver outcomes and ideas against a theme.
6. Demonstrated ability to grow and convert an opportunity pipeline.
7. A proven ability to develop and implement a business development strategy.
8. Flexibility in thinking, including the ability to anticipate, manage and develop appropriate solutions to complex problems, effectively manage ambiguity and readily adapt to changing circumstances.

***Desirable Criteria:***

1. The ability to develop a commercialisation plan for taking a technology to market.
2. Experience with business model development (lean canvas, business model canvas), commercialisation pathways, innovation or technology deployment.
3. Previous experience with CRM systems.
4. Strong relationships and experience within the METS sector.

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