# Position Details

## Technical Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Digital Transformation Strategist |
| Job Reference | 72445 |
| Tenure | Specified Term of 2 years  Full-time |
| Salary Range | AU$113,338 to AU$132,811 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Negotiable – Brisbane, Sydney, Melbourne, Adelaide, Perth or Canberra |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Chief Information and Data Officer |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Brendan Dalton via email at brendan.dalton@csiro.au or phone +61 2 6214 2934 |
| 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 digital transformation is about combining deep domain expertise with new digital technologies, It has unlocked new opportunities for CSIRO as well as Australia, and will allow CSIRO to increase the pace and scale of our science delivery through digital technologies, as well as building digital capability in our workforce and adapting our workplaces for future ways of working.

The program consists of four sub-programs:

* Digital Academy – the mechanism by which CSIRO will define, attract, develop and connect digital skills for CSIRO, as well as manage our workforce in new ways;
* Managed Data Ecosystem – people, technology and supporting structures to better assist with how we create, collect, share and work with data, analytics and models, to assist CSIRO with effective and sustainable use of technology;
* Accelerating Digital Science projects – Design thinking activity to envisage our future digital worlds, supported by dedicated Data61 and Information Management & Technology (IM&T) Scientific Computing resourcing to progress prototype, PoC’s and assist Business Units (BUs) with digital transformation, digital adoption and digitisation projects; and
* Science Digital Strategy and Maturity initiatives – our digital plan, and how we’ll measure the change and impact enabled.

Digital Transformation of CSIRO’s scientific inquiry is critical for its future leadership and relevance on the world stage. Most CSIRO BUs are already embracing the opportunities that digitisation affords. This is sometimes done in collaboration with Data61 or IM&T, sometimes independently. This presents one of the barriers to a more strategic way of CSIRO tackling digital transformation – the lack of a cohesive, connected and coordinated strategy for these activities.

The Digital Transformation Strategist will work with IM&T, Data61 and BUs to bring together a CSIRO Digital Strategy. They will partner with the CSIRO strategy team in this activity.

The role of the Digital Transformation Strategist is to develop, publish and maintain the organisation’s Digital Strategy, ensuring that it aligns with and supports business direction and needs. The aspiration of CSIRO’s Digital Strategy is to accelerate our science impact through fostering a data driven culture that treats data as an asset, related competencies, and data and digital literacy across the enterprise.

### Duties and Key Result Areas:

* Work with Science Digital Transformation program board members, and other leaders to:
  + create a digital vision for the enterprise, and to identify the opportunities for differentiating digital capabilities and solutions;
  + establish the roadmap for managing data and digital outputs as business assets — to exploit data using research and analytics to maximize the impact of CSIRO’s science;
* Lead the development of the digital strategy and roadmap, and ensure its integration with other strategic planning processes, and the resulting business strategy and plans. Provide a single point of coordination for the digital strategy.
* Define and report on KPIs and metrics that represent progress against digital strategy

goals.

* Partner with the other digital transformation program activities to ensure alignment, integration and coordination.
* Acts as a thought leader on emerging digital business models and technologies, articulating the digital future and the enterprise’s role in it internally and externally.
* Acts as a champion and change agent in leading the organizational changes required to create and sustain enterprise digital capabilities.
* Build and maintain external relationships in academia, as well as with industry bodies, vendors and technology analysts to learn and influence.
* 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 team, and business unit to carry out tasks in support of CSIRO 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. At least 5 years of relevant work experience and/or at least 3 years of strategy consulting firm or corporate strategy experience.
2. Experience developing strategy and initiating multidisciplinary, cross-business transformation initiatives.
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. Exceptional oral and written communication with a proven ability to effectively negotiate with, and influence a range of stakeholders to build consensus, gain trust, and achieve desired outcomes.
5. Proven ability to deliver results in an environment of high ambiguity and support multiple initiatives across a large complex organisation.
6. Exceptional interpersonal skills, with proven ability to effectively work across diverse teams and large organisations.
7. Proven time management, decision-making and problem-solving skills with the ability to multi-task, produce rapid results and remain composed under pressure.

## **Desirable:**

1. Experience working in a publicly-funded research agency.
2. A bachelor degree, or post-graduate degree in a science, digital, technology or business administration field.
3. Project experience in one or more scientific and/or technology fields.
4. Experience championing customer-focussed initiatives within a large complex organisation, including refining a clear value proposition and coordinating a team to drive new processes and/or products.

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 required to obtain and maintain a security clearance at the baseline level. This level of security clearance requires the applicant to hold Australian Citizenship.

## **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 [Information Management and Technology](https://www.csiro.au/en/Research/Technology/Scientific-computing)

Find out more about CSIRO [Data61](http://data61.csiro.au/)

Find out more about CSIRO’s [Digital Transformation](https://strategy.csiro.au/objectives/objective-1/function-1-1/)