# Position Details

## Technical Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Web Applications and DBA Team Lead |
| Job Reference | 72669 |
| Tenure | Indefinite  Full Time |
| Salary Range | AU$115k to AU$135k pa + up to 15.4% superannuation |
| Location(s) | Black Mountain, Canberra; Clayton, Melbourne; St Lucia, Brisbane – or by negotiation |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Deputy Director, IT Services |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% (vendors) |
| Number of Direct Reports | 8 |
| Enquire about this job | * Please contact Tom Minchin via email at [Tom.minchin@csiro.au](mailto:Tom.minchin@csiro.au) or phone on [+61 2 6124 1497](tel:+61261241497) |
| 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 the Web Applications and DBA Team Lead is a service management leadership position within the Information Management Technology (IMT) IT Services function reporting to the Deputy Director of IT Services. The Web Applications and DBA Manager is responsible for overseeing the technical leadership and implementation of functional systems and deliverables against our organisational and governmental requirements. The role also incorporates line management of the team, including the development, optimisation, and maturity growth of the workforce capability.

The Web Applications and DBA Team Lead will manage a highly skilled team managing the technical implementation of the Web Hosting and Database platforms in CSIRO. This will be achieved through overseeing their planning, configuration, testing and interoperability of the technical solutions and presenting them as service catalogue items; combined with managing team members, communicating across stakeholders, unifying strategic direction, and ensuring the outcomes are professionally managed to successfully guide CSIRO staff and systems in a challenging global cyber security environment.

The team is a geographically dispersed and made up of permanent and contractor staff. The team supports a range of on premise Atlassian, Docker, Windows and Linux (LAMP based) service stacks as well as a range of database products ranging from Microsoft SQL, MySQL, Postgres and Oracle. The team is actively involved in preparing and transforming their services into on premise and cloud-based platforms. They are looking to you to provide the necessary leadership to support the team objectives.

### Duties and Key Result Areas:

* + Lead stakeholder engagement on more complex, highly integrated solutions and mentor others in leading stakeholder engagement of less complex solutions.
  + Work collaboratively with colleagues within your team, the business unit and across CSIRO, to reach objectives.
  + Staff and contractor management (performance and career management, leave approvals, rewards, performance, staff development/training needs, career management, procurement, etc.) for direct reports.
  + Develop and manage team capability and capacity to grow and evolve the services the team provides in response to changing organisation needs. Ensure that services are sustainable and maintained to provide confidentiality when dealing with personal and commercially sensitive information.
  + Develop and manage the team’s forward schedule of work considering business-as-usual activities, maintenance cycles and prioritised business projects and work in conjunction with other team leaders to develop an integrated schedule.
  + Undertake financial management of the team’s budget.
  + Identify and assess the risks associated with a specific action or project and develop and implement strategies to reduce those risks.
  + Engage with clients and review internal management processes for improvement opportunities.
  + Prepare necessary reports to keep team actions and achievements visible.
  + Engage with the IMT Executive team in formation, review and execution of strategic and operational plans.
  + Advise IMT senior management team on issues requiring attention and implement management decisions.
  + Ensure all required records and approvals associated with system changes are maintained.
  + 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.
  + Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO objectives.
  + 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. Degree in an IT related field or equivalent experience e.g. Eligibility for membership of the Australian Computer Society
2. Extensive experience managing ICT systems, assets and budgets, including service reporting
3. Sound experience as a senior individual or leadership position within a similar ICT service delivery customer-focused environment, either supporting enterprise or scientific research and development teams (specifically the services relating to the Web Hosting and DBA portfolio)
4. A proven track record as a leader that has demonstrated initiative and self-motivation, as well as the ability to motivate and inspire others
5. Demonstrated experience building successful relationships in a complex delivery/client environment, including team direct reports, multiple stakeholders, suppliers, and peer delivery groups
6. A strong service delivery focus, including excellent oral and written communication skills. This includes an ability to deliver clear presentations and reports
7. Ability to collaborate with other teams to achieve operational objectives, contribute to projects and solve technical challenges

## **Desirable:**

1. Previous experience in embedding cyber security culture and practices into ICT service delivery teams
2. Transformation of on-premise services into cloud platforms
3. Database consolidation and migration experience

Special Requirements

The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting 1 level.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us at [CSIRO 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