# Position Details

## Research Management- CSOF9

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| The following information is for applicants | |
| Advertised Job Title | Director, Mineral Resources |
| Job Reference | 78341 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | Attractive salary package commensurate with experience |
| Location(s) | Negotiable –Perth, Brisbane or Melbourne preferred |
| 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 Director – Energy, Environment & Resources |
| Client Focus – Internal | 25% |
| Client Focus – External | 75% |
| Number of Direct Reports | 8 |
| Size of Business Unit | 311 staff |
| Enquire about this job | Contact Nicole Poole via email at [nicole.poole@csiro.au](mailto:nicole.poole@csiro.au) or phone +61 2 9490 5618 |
| 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. |

**Acknowledgement of Country**

In the spirit of reconciliation, CSIRO acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

**About CSIRO Mineral Resources**

CSIRO Mineral Resources is one of the largest minerals research and development groups in the world with a proud track record of industry innovation. We partner with industry, government and the research sector to deliver breakthrough innovation across the minerals value chain. Addressing the industry’s greatest challenges, our research aims to benefit Australia and the globe by growing our resource base, increasing mining productivity and driving social and environmental performance.

Our focus is on delivering innovation and real-world outcomes for the mineral resources industry and Australia by addressing seven industry priorities:

1. Exploration through cover: Our research aims to increase rates of discovery in Australia and uncover the nation’s next generation of deposits. Our technology will lead to increased investment and greater success rates as new regions of Australia’s covered bedrock are effectively explored.
2. Orebody knowledge: By delivering onsite resource characterisation, we’re helping companies optimise extraction. Companies can get an in-depth understanding of mineral resources in near real time and use new sensor and data processing technologies to reliably predict and improve downstream processes and resource life.
3. Unlocking Australian ores: Advanced processing techniques and technologies will ensure Australian ores are globally competitive. Taking advantage of new process technologies can make otherwise uneconomic lower grade ores viable to mine and export.
4. Low-impact mining: We’re developing intelligent ore extraction technologies so that global mine operators can exploit inherent ore variability, increase productivity and reduce their input costs.
5. Selective ore management: New sensing and sorting technologies will increase mine productivity and safety. Mine operators can adopt high-throughput, no-contact sensor technologies and systems for high tonnage ore sorting, and process management and optimisation.
6. Process optimisation: Global minerals processing operations can reduce costs, increase productivity and lower health and safety risks thanks to our new energy- and water-efficient technologies and processes.
7. Environment and community: Our research is delivering positive social and environmental outcomes for the mineral resources industry. Our aim is that communities and miners have a shared approach to maximise resource value and ensure positive long-term social and environmental outcomes to underpin a vibrant national economy.

Our six research programs are:

* Discovery
* Hard Rock Mining
* Processing
* Sensing and Sorting
* Characterisation
* Sustainable Mining Technologies.

### Role Overview

The Director is responsible for providing the vision, direction and the leadership in the delivery, adoption and impact of the research in the Mineral Resources domain. The Director is also responsible for leading and managing world-class capability and actively managing key relationships and alliances with partners, government and industry to ensure optimal positioning, organisational alignment and science delivery in the national interest.

The role requires a visionary leader with experience in managing portfolios of projects and people within the research and development domain. The Director will be a member of the CSIRO Leadership team and have outstanding collaboration and communications skills. The key priorities for the Director include maintaining the highest standards of health, safety and wellbeing; superior financial management with a focus on financial stability; and growing new science investment.

### Duties and Key Result Areas

#### Impact Science Leadership

* Undertake long term science impact planning to address national challenges and to build CSIRO’s capacity to innovate for science discovery;
* Lead the Business Unit to develop and realise its science vision in partnership with key stakeholders and science partners;
* Deliver timely, accountable and focused outcomes to government, industry and society through application of world class R&D;
* Develop an R&D environment characterised by science excellence, creativity, innovation and flexibility.

#### Capability Leadership

* Strive for “Zero Harm” (physical and psychological) through a commitment to a healthy, safe and environmentally sustainable workplace;
* Attract, develop and retain world class talent which will meet current and future needs;
* Empower staff with the sufficient autonomy to pursue innovative science and encourage the creative exchange of ideas;
* Model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Ensure the Business Unit Leadership Team provides the highest standard of capability leadership;
* Effectively lead change initiatives across the Business Unit and CSIRO.

#### Engagement & Partnerships

* Develop and maintain strategic relationships with key stakeholders, clients and partners to ensure alignment of the Business Unit’s activities with the needs of nation;
* Undertake high level national/international level representation of the Business Unit to expand the opportunities for science discovery and new business;
* Provide trusted advice to government, industry and the community, with a special focus on providing high level advice to Australian Government Ministers and Members of the Australian Parliament;
* Drive commercial outcomes through the transfer of research opportunities into commercial benefits;
* Build strategic alliances within the organisation to collaboratively execute CSIRO strategy across lines of business including pan-Business Unit initiatives.

#### Resource Leadership

* Lead and manage the Business Unit's financial resources, people, infrastructure and other assets to ensure their effective and efficient use;
* Secure a pipeline of opportunities aligned with national priorities that delivers a sustainable financial future;
* Ensure effective management of physical infrastructure and resources in an environmentally sustainable way;
* Ensure best practice governance and management of commercial activities and intellectual property.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. Established credibility and respect in the Mineral Resources domain with evidence of effective leadership of world-class research capability commensurate with the scale of the Business Unit.
2. Evidence of strong engagement skills and strategic relationship management that expands growth opportunities, drives commercial outcomes, and delivers national impact.
3. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster creativity.
4. Demonstrated track record in leading a complex, multi-site and large-scale operation including managing financial and physical resources and creating a safe and healthy, inclusive and diverse workplace.
5. Behaviours are exemplary, and actively promotes cross Business Unit collaboration.

## **Desirable**

1. Experience in public sector or as a key stakeholder working in partnership with public sector, including the Government and Statutory frameworks in which CSIRO operates and relevant legislation.
2. Experience working in a complex R&D environment that encourages cross collaboration, with an in-depth understanding of national and International Innovation Systems (Universities, publicly funded research agencies and CSIRO’s role).

## **Required Competencies**

### *Leading Through Vision:* Keeping the organisation's vision at the forefront of decision making and action.

### *Wellbeing/HSE:* Demonstrates commitment to promoting Health, Safety and Wellbeing by making decisions and initiating action to ensure that organisational systems, policies and practices create an environment that enhances and improves safety and wellbeing.

### *Selling the Vision:* Communicating a compelling view of the future state in a way that helps others understand and feel how business outcomes and impacts will be different when the vision becomes a reality.

### *Influence:* Creating and executing influence strategies that persuade key stakeholders to take action that will advance shared interests and b*usiness goals.*

### *Decision Making/ Judgement:* Securing and comparing information from multiple sources to identify organisational issues; committing to an action after weighing alternative solutions against important decision criteria.

### *Cultivating Networks:* Developing and maintaining strategic relationships with stakeholders inside and outside the organisation (e.g., ministers, universities, government agencies, cross-functional partners, cooperative research centres, alliance partners, external collaborators, and staff) to advance research and business goals.

### *Establishing Strategic Direction:* Establishing and committing to a long-term strategic organisational direction based on an analysis of systemic information and consideration of resources and market drivers.

### *Business Savvy:* Demonstrates a keen understanding of basic business operations and the organisational levers (systems, processes, business units) that drive profit or growth; draws from personal experience to quickly evaluate business plans and processes to identify data or recommendations that need further investigation.

### *Entrepreneurship:* Catalysing creation and implementation of significant innovation in organisational strategies, systems, processes and outputs.

### *Expanding and Advancing Opportunities:* Engaging with stakeholders to explore their situations and needs; probing underlying issues that suggest broader solutions; maximising the productiveness of interactions by monitoring and building on stakeholders’ feedback; articulating and promoting a path forward.

### *Leading Change:* Identifying and driving organisational and cultural changes needed to adapt strategically to changing environment, technology, and internal initiatives; catalysing new approaches to improve impact by transforming organisational culture, systems, or products/services.

Key relationships

* My fellow CSIRO Leadership Team colleagues to collaborate and bring together capability to deliver outcomes.
* My industry and Government networks to partner, advise and innovate.
* My Leadership team to deliver strategic outcomes, build capability and meet goals.

Key customers

Industry partners, to partner and deliver science and technology solutions.

My fellow CSIRO leaders to collaborate and supply capability to delivery on our strategic objectives.

Government agencies and policy makers, to provide advice and transfer knowledge.

**What does success look like?**

* I am building an innovative, sustainable and high-performing leadership team who are clear on the vision for CSIRO CSIRO Mineral Resources and are empowered and enabled to drive science and engineering excellence, and deliver high quality research outcomes for our nation.
* I am delivering the CSIRO Mineral Resources strategy and objectives through my project portfolio within agreed financial budgets and timelines.
* I am collaborating effectively across CSIRO and with national and international stakeholders in industry, government, and universities to deliver innovative projects and solutions.
* I am influencing through my strong networks and relationships in industry and across CSIRO Business Units to engage capable resources for strategic projects.
* I am consulting with clients and Government to understand problems and co-design solutions that meet their future needs and are commercially relevant for CSIRO and industry.
* I am managing the talent and capability within the business unit to ensure we have the right people and capability today and into the future.

Special 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**

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is one of the world’s largest and most successful publicly funded research and development organisation with over 50 locations across Australia and internationally.

CSIRO is committed to complementing its world-class science capabilities with outcome-focused research that will generate economic, environmental, and social benefits for Australia in a global context.

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

Find out more about CSIRO [Mineral Resources](https://www.csiro.au/en/Research/MRF)