# Position Details

## Research Consulting - CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Science Portfolio Designer and Manager in Environmental Genomics |
| Job Reference | 74251 |
| Tenure | Specified term of approximately 4 years (ending 30 June, 2025) |
| Salary Range | AU$115k - AU$135k per annum, plus up to 15.4% superannuation |
| Location(s) | Crawley (Perth) WA or Black Mountain (Canberra) ACT  *(other locations may be considered by negotiation)* |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian or New Zealand Citizens currently residing in Australia or NZ * Australian Permanent Residents currently residing in Australia * Australian temporary residents who are currently residing in Australia and have the right to work for the expected duration of the term (at least to end of June, 2025), with no requirement for sponsorship |
| Position reports to the | Director, Environomics Future Science Platform |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Oliver Berry via email [Oliver.Berry@csiro.au](mailto:Oliver.Berry@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 **Science Portfolio Designer and Manager in Environmental Genomics** has a pivotal role in the design and assembly of a new portfolio, including the identification of technological opportunities in genomics that address the needs of the natural resource management and research sectors. The position engages with both end-user sectors and technology experts, identifying opportunities to develop transformative technology platforms that will serve Australia’s natural resource management sector. The focus of the role is to assist with the selection of a new project portfolio, its implementation, and to work with the Environomics Future Science Platform (FSP) Director in a range of management, facilitation, and communication capacities to ensure its success. The role requires an acquisition of knowledge across the breadth and depth of scientific interests, an awareness of potential application of the research and the capacity to vary scientific interests and skills to suit research and industry priorities.

[Future Science Platforms](http://www.csiro.au/en/About/Future-Science-Platforms) are an investment in science that underpin innovation and have the potential to help reinvent and create new industries for Australia. FSPs will see us grow the capability of a new generation of researchers and allow Australia to attract experts to work with us on future science. They are strategic investments aimed at developing capacity in areas of identified future importance for Australia. FSPs are both impact and science focused, developing innovative scientific solutions with industry, government and university partners. They support world class, coherent and creative research teams which integrate science and delivery over the long term, looking to the future science needs of CSIRO and our partners with a 5 to 10 year vision.

[The Environomics Future Science Platform](https://research.csiro.au/environomics/). Environomics is a CSIRO research and development program exploring the limits of what is possible at the intersection of [genomics](https://en.wikipedia.org/wiki/Genomics) and [environmental science.](https://en.wikipedia.org/wiki/Environmental_science) By taking advantage of the genomics technology revolution, Environomics is creating new technologies and knowhow for better natural resource management in Australia and elsewhere. Environomics is also finding new genetic resources in nature and developing techniques for taking advantage of them. Environomics is a collaborative venture bringing together experts in molecular biology, ecology and big data science from CSIRO and the university sector. The Environomics FSP will refresh its science portfolio before June 2022.

### Duties and Key Result Areas

* Through customer conversations and literature reviews, collect and synthesise information on market demand for data that supports natural resource management.
* From literature and consultation with technology experts, collect and synthesise information on technological opportunities in environmental genomics that may address market needs.
* Act as a trusted advisor and demonstrate creativity in anticipating, identifying and adapting quickly to changes in client needs and market changes.
* Facilitate idea-generating activities that include both CSIRO staff and external stakeholders.
* Work with a business development team to carry out commercial development activities within a research application area and prepare or contribute to project proposals and discussion papers on research opportunities.
* Work with the FSP director to coordinate calls for project submissions and manage the selection process.
* Facilitate the initiation of new projects.
* Support research team leaders to develop challenging but realistic research plans and negotiate resource requirements.
* Work with FSP director to ensure the smooth running of the science portfolio.
* Work with the FSP director to design and implement a program of science cross-pollination activities within the FSP portfolio and with internal (CSIRO) and external participants.
* Work with the FSP directorand BD&G team to promote the uptake of technology platforms developed by FSP scientists by CSIRO business units and external customers.
* Promote CSIRO’s capability in external interactions and contribute to the development of research strategy.
* Advise policy makers and inform and transfer knowledge to non-scientific audiences as required.
* Maintain confidentiality when dealing with personal and commercially sensitive information.
* 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 research team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A doctorate or equivalent experience in a relevant discipline area, together with relevant practical experience, or, managerial and/or commercial qualifications and significant experience and depth of understanding of relevant science either from a research or industry perspective.
2. A record of innovation and creativity in achieving science or commercial objectives.
3. High level written and oral communication skills with a proven ability to represent science concepts to both professional and public audiences.
4. Experience in the synthesis of information from diverse sources to elucidate trends and opportunities.
5. Experience in the elicitation of ideas by facilitating discussion in multi-party forums.
6. **A** **history of professional behaviours when working as part of a multi-disciplinary, regionally collaborative research team, plus the motivation and discipline to work autonomously.**
7. Demonstrated ability to deal with ambiguity and situations that lack clarity, readily adapting to changing circumstances and new responsibilities.

## **Desirable**

1. Understanding and experience in the application of genomics technologies to natural resource management (applied environmental genomics).
2. Familiarity with customer conversations and the lean business model framework.
3. Familiarity with business modelling and principles of intellectual property management.

## **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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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, goal and priorities.

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals 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. Visit [CSIRO Online](http://www.csiro.au/) and [National Research Collections Australia](https://www.csiro.au/en/about/facilities-collections/Collections) for more information.

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* People First
* Further Together
* Making it Real
* Trusted