# Position Details

## Research Management- CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Leader, Immune Resilience Future Science Platform |
| Job Reference | 82602 |
| Tenure | Specified Term of 48 months initially  Full-time |
| Salary Range | $169,377 to $212,658 (CSOF 8) + up to 15.4% superannuation |
| Location(s) | Preference for Geelong, Victoria but open to negotiation |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens, New Zealand Citizens, Australian Permanent Resident  International candidates who can hold a valid working permit for the duration of the appointment, as well as meeting security clearance requirements, are also eligible to apply. |
| Position reports to the | Deputy Leader, Australian Animal Health Laboratory |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | Three direct reports |
| Enquire about this job | Contact Dr Debbie Eagles via email at [debbie.eagles@csiro.au](mailto:debbie.eagles@csiro.au) or phone +61 3 5227 5067 |
| 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 Future Science Platforms (FSPs) address future scientific challenges for Australia. They are an investment in innovative science that has the potential to help reinvent and create new industries. FSPs allow the development of capability and capacity for a new generation of researchers and are designed to attract the best experts and students and to work with CSIRO on future science. FSPs support research teams that integrate science and delivery over the long term, looking to the future science needs of CSIRO and Australia, along with our external partners and stakeholders with a five to ten-year vision.

The Immune Resilience FSP (IR-FSP) aimsto build CSIRO’s capability at the cutting edge of immune-based technologies, positioning CSIRO to achieve real-world impact. A key objective is to exploit the fundamental understanding of the immune system to develop and test novel strategies to build resilience against pathogens and parasites in animals, including people. Designed as an interconnected platform, we strive to synergise core capabilities and technologies to tackle far reaching goals such as:

* Innovative vaccines resulting from a better understanding of the developing immune system, allowing us to modulate early and long-term protection in newborns, or in ovo.
* Immune-engineering in animals to enable immune resilience to changing environments.
* Algorithm-based reading of immune systems to develop biomarker-based diagnostics.

The FSP Leader will be impact driven, entrepreneurial and a collaborative science leader who actively develops and manages an exciting portfolio of science across several application domains and across multiple CSIRO Business Units. They will proactively develop and manage a pipeline and portfolio of innovative science and will build strategic external relationships to ensure optimal impact for Australia. The FSP Leader will promote collaboration across boundaries to bring the best internal and external capability to address the identified themes of the FSP.

As a member of the Australian Centre for Disease Preparedness (ACDP) Leadership Team, the Leader of the Immune Resilience FSP will set the vision, strategy and lead a program of research to develop future science capability aligned with the strategies of contributing CSIRO business units. . This is a senior role that will generate impact through facilitating the strategic development of organisational capability in partnership with industry, government, and the Australian and international innovation system.

The FSP Leader will report to the CSIRO Science Council and the ACDP Deputy Director, but with clear connections to all participating CSIRO Business Units. You will be responsible for the day-to-day management of the science platform and be accountable for the delivery of science to CSIRO Business Units and the Science Council, including the financial management of the platform. You will also be responsible, through direct science leads, for overseeing a team of nine postdoctoral fellows who are located across various sites and business units

### Duties and Key Result Areas

**Impact Science Leadership**

* Support and develop the 5 to 10-year science vision across the science horizons and application domains embodied in the FSP. Develop an R&D environment characterised by science excellence, creativity, innovation and flexibility.
* Develop and manage the research portfolio according to CSIRO’s Project Management Standards including prioritisation of effort, resource allocation and financial accountability.
* Where required, identify and manage the Platform’s portfolio of Intellectual Property.
* Identify and progress opportunities and engagement with external stakeholders.
* Coordinate response from the FSP to internal and external review processes as required.
* Undertake long term science impact planning in partnership with Business Units, to address national challenges and to build CSIRO’s capacity to innovate for science discovery.
* Promote science opportunity through collaborative engagement and support of workshop events and communications across CSIRO’s Immune Resilience research platform.
* Build on existing international research reputation and credibility with recognised contribution to an area of science leading to national and/or international output.
* Initiate and may conduct research that is characterised by significant impact for the economy, society and / or the environment.
* Access and manage commercially sensitive information of CSIRO and/or research or commercial partners.

**Capability Leadership**

* Build and assist in the support of research capability and professional development of scientists deployed to the platform across CSIRO.
* Attract, develop and support world class talent which will meet current future needs of the CSIRO.
* Plan for resourcing of the platform, liaise with Research Programs across the contributing Business Units to identify capability and identify new opportunities for the stakeholders to contribute.
* Build effective teams and support career development for CSIRO BU staff that are aligned with the science platform.
* Lead a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* Effectively lead change initiatives across the Platform and the broader scientific and industrial community leading to science capability development and uptake of research developments.
* Model appropriate and professional behaviour in the workplace and manage people matters proactively.
* Strive for ‘Zero Harm’ (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.

**Engagement & Partnership**

* Identify and manage projects with the support of Business Development and contributing Business Unit Research Programs to ensure project delivery and schedule, scope and cost are being met.
* Build strategic and collaborative relationships within CSIRO to support Business Unit strategies, including fostering mobility and cross‐deployment of personnel.
* Analyse internal capabilities and use knowledge of the market to build on opportunities for ongoing work and generate new business, taking into account social and economic factors and government policy.
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields.
* Represent CSIRO externally, including in public forums and media interviews, with industry, the research sector or with Government. Represent the Business Unit’s / CSIRO’s interests with other organisations to develop collaborative projects.
* Communicate the IR-FSP strategy and Platform goals to internal and external stakeholders.
* Coordinate, with Business Development support, high level contact and customer engagements for future collaboration with Business Unit Programs, other Future Science Platforms, CSIRO Missions and external partners.

**Resource Leadership**

* Lead and manage (through appropriate financial delegation) the Program’s financial resources, people, infrastructure and other assets to ensure their effective and efficient use.
* 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 in the platform.

**Personal Attributes**

* Personal effectiveness to drive and coach for performance.
* Credibility by demonstrating a demeanour that is consistent with CSIRO vision and values.
* Establish and sustain trusting relationships and leveraging insights to effectively manage both self and team responsibilities.
* Passion for results by driving high standards for individual, team and organisational achievement.

## **Required Competencies**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **Influence and Communication:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
* **Resource Management/Leadership:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. A doctorate (or an equivalent combination of qualifications and research experience) in a relevant field within animal, veterinary or human health sciences, combined with experience and understanding in a field relevant to immunology.
2. Established reputation, credibility, record of innovation and creativity underpinned by science excellence, in a relevant science area.
3. Evidence of successful initiation, and leadership of scientific research in a field of relevance to the FSP’s science domains.
4. Demonstrated ability to empower and develop world class talent and to promote wellbeing and foster creativity in, and across, multidisciplinary, regionally dispersed teams.
5. Demonstrated track record of strong engagement skills and strategic relationship management that grows new research partnerships and opportunities for future outcomes.
6. Experience in the implementation and development of strategically aligned research activities with demonstrated knowledge/understanding of scientific and logistical challenges

## **Desirable**

1. Working understanding of the CSIRO Future Science Platform model and a good understanding of CSIRO strategy, research models and operations.

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.

Include if relevant:

* 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.
* The successful candidate will be required to obtain and maintain a security clearance.
* ACDP - Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Centre for Disease Preparedness (ACDP) Site.

**Security Assessment and Microbiological Security Requirements for Personnel Working on the Australian Animal Health Laboratory (AAHL) Site:**

1. The nature of our work requires that each person working on site must comply with the conditions described below.
2. Certain positions including those working in the AAHL microbiological secure area will require security clearance at a level appropriate to duties of the position. Confirmation of the appointment is subject to obtaining that clearance.
3. It is essential that all work on exotic or emerging diseases carried out at AAHL is conducted in a safe manner to prevent the escape of the disease agents used, and to this end, all activities and personnel will be subject to appropriate microbiological security measures. Consequently, while working at AAHL, you may not reside on a property on which are kept any of the following animals: sheep, cattle, pigs, goats, horses, asses, mules and camelids, any other cloven-hoofed animal, fowls, turkeys, geese, domestic ducks, caged birds, emus or ostriches. Personnel working with diseases of aquatic animals may not keep aquarium fish at their place of residence and at times specific species may be excluded depending on the nature of the work conducted.
4. In addition, for a period of seven days after working in the microbiologically secure area of AAHL, personnel may not have close contact with any of the above animals, amphibians or birds or the actual places where these animals are held, or visit any aquatic animal farm or aquatic animal hatchery.
5. Working in the barrier maintained Small Animal Facility or the Werribee Animal Health Farm requires avoidance of additional animals such as mice, rats, guinea pigs, rabbits, ferrets and poultry of a minimum of 3 days prior to arrival.
6. Certain positions will require medical assessment and vaccinations against various agents.
7. Positions working at PC4 will also require a pre-employment psychological assessment.
8. Given AAHL’s role in the International Regional Program, there may be a requirement for some personnel to travel internationally and if required for this work, suitable staff should be able to obtain a valid passport and obtain applicable vaccinations.
9. Should an emergency response situation arise, AAHL may be required to implement the Emergency Animal Disease Response Plan and personnel may need to contribute to response requirements, including after hours work
10. Personnel must abide by Occupational Health, Safety and Environment regulations. Safety signs and directives issued by CSIRO personnel must be complied with at all times.
11. Access restrictions apply to the Werribee Animal Health Facility (WAHF) site that is associated with, but remote from, the AAHL site.

## **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.  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 the CSIRO [Australian Centre for Disease Preparedness](https://www.csiro.au/en/Research/Facilities/ACDP)