# Position Details

## General Management – CSOF7

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | National Innovation Facilitator |
| Job Reference | 85618 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$141,949 - AU$157,055 per annum plus up to 15.4% superannuation |
| Location(s) | Coopers Plain (Brisbane), QLD or Werribee (Melbourne), VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Group Leader – Food Innovation centre |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Dr Ingrid Appelqvist via email at [Ingrid.Appelqvist@csiro.au](mailto:Ingrid.Appelqvist@csiro.au) or  Darren Gardiner via email at [Darren.Gardiner@csiro.au](mailto:Darren.Gardiner@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. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### Role Overview

The role of General Management staff in CSIRO is to contribute to the effective delivery of innovation strategy and policy by providing high-level advice to senior managers, including the Director of Company Creation, Mission Leads and Business Unit Leaders. This is a senior role that facilitates the strategic development of organisational capability, responsible for initiating and implementing organisational change and representing the CSIRO Agriculture and Food Business Unit’s interests in external forums.

The National Innovation Facilitator will build capability and capacity in innovation, design thinking, client engagement processes and facilitation within complex forums for the Food Program, Company Creation, Missions and more broadly in the Agriculture & Food business unit. The role will contribute to developing a national service provision strategy for the National Food Innovation Hub to attract significant revenue from external clients (Industry, R&D and Government).

### Duties and Key Result Areas

* Drive the development and codification of scalable models for company creation for the National Food Innovation Hub and extend to include other collaborators (R&D, industry and Government).
* Support strategic growth in the company creation model through identification of investment partners and commercial R&D opportunities.
* Secure revenue from industry for a suite of services in innovation, design and facilitation for the Food Program through the Food Innovation Centre Group.
* Lead the Stakeholder Engagement function, including planning strategy for Company Creation, Missions, Business Unit and Food Program innovation sprints.
* Manage the process to support the development of new Company Creation entities, with the Company Creation team.
* Work with internal and external stakeholders including CSIRO Leadership Team to develop and implement design thinking and innovation into projects as needed.
* Support complex Business Unit interactions with a variety of clients, involving the negotiation of multi-party agreements/contracts, including developing and promoting the benefit of the proposed initiative, developing the approach to negotiation and assisting other staff with strategies to promote their service and/or product.
* Work with a long-term perspective when addressing client issues and balancing immediate and long-term benefits to build sustainable relationships.
* Contribute to cross-functional taskforces, policy bodies and committees and develop strong cooperative relationships with industry.
* Represent CSIRO’s interests at external forums, advocate CSIRO’s position with government bodies and secure network support for CSIRO’s preferred position.
* Connect, inform and advise diverse audiences using various methods including workshops, small group and individual facilitation or coaching, public speaking and presentations.
* Build and lead a high performing team through professional development, coaching, counselling, feedback, influencing and motivating individuals and teams.
* 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.
* Adhere to the spirit and practice of CSIRO's Code of Conduct, Health, Safety and Environment procedures and policy, CSIRO’s Reconciliation Action Plan Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Relevant qualifications in Design Thinking or Change Management, and/or demonstrated achievement in senior advisory, facilitation, or managerial roles that include applying Design Thinking to innovate processes and implementing innovation in businesses.
2. Demonstrated experience in leading ideation and innovation sprints, facilitation and working with start-ups and industry to support implementation of new processes to innovate.
3. A history of establishing and leading cooperative teams, and a record of leadership which encourages new ideas, builds trust and supports the development of emerging skills.
4. Proven ability to foster effective relationships, using complex influencing strategies to ensure alignment between client or stakeholder needs and CSIRO’s objectives.

## **Desirable**

1. Technical background and/or experience working in an R&D organisation.
2. Established industry networks in the food sector that can be drawn upon in this role.

## **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 organisational interaction across CSIRO.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency and understanding through 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:** 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.

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 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. 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 [Agriculture and Food](https://www.csiro.au/en/Research/AF)