##

Australia’s National
Science Agency

# Position Description

Associate Science Director (Science Engagement) and Senior Principal Research Scientist CSOF7

Science Director’s Office, Data61

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| The following information is for applicants |
| Advertised Job Title | Associate Science Director (Science Engagement) and Senior Principal Research Scientist – Science Director’s Office  |
| Job Reference | 93850 |
| Tenure | Specified Term of 4 years, Full-time |
| Salary Range | AU$ 146,207 to AU$ 161,767 pa + up to 15.4% superannuation (CSOF 7) |
| Location(s) | Negotiable – Brisbane, Melbourne or Sydney preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Science Director – Data61  |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Size of Business Unit | 400 staff 400 affiliates |
| Number of Direct Reports | Post Docs and PhD students  |
| Enquire about this job | Aaron Quigley via email at aaron.quigley@csiro.au or call +61 02 9490 5528 |
| 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 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

## CSIRO Data61 (D61)

Data61 is one of the largest business units within CSIRO, Australia’s national science agency. With over 400 full-time scientists, engineers, and support staff, as well as 400 affiliate staff, and postgraduate students Data61 has one of the largest collections of R&D expertise in computer and data sciences in the world. It has a national footprint and remit and works closely with other business units within CSIRO, with industry, the University Sector and with government departments. It also works internationally, with several strategic partnerships in place to achieve global impact.

Our strategy aims to position CSIRO at the forefront of digital science and innovation, leading the world both in developing new digital technologies as well as working across disciplines and sectors to apply technologies and drive impact.

Digital technologies have never been more relevant than they are today. They are critical both to drive economic recovery and build our future resilience, but also to ensure that, in a world increasingly run by digital technology, we create a society we want to live in rather than one we create by accident.

Data61's strategy sets out three ambitious goals to focus on:

1. Drive the development and adoption of Artificial Intelligence in Australia including through our leadership of the National Artificial Intelligence Centre;
2. Put digital science and technology at the heart of Australia's recovery and resilience;
3. Use digital technologies to revolutionise the future of scientific discovery.

## Role Overview

This role has two aspects, equally weighted, Associate Science Director (Science Engagement) 50% and Senior Research Scientist 50%.

Associate Science Director (Science Engagement) works closely with the Data61 Science Director and will play a leading role in developing and driving Data61’s Science. A key objective of this role is to foster a strong relationship between Data61 and other business units.

The Senior Research Scientist aspect of the role is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. The Senior Research Scientist may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. The Senior Research Scientist will have the opportunity to build and maintain networks, play a lead role in securing project funds, provide scientific leadership and pursue new ideas and approaches that create new concepts.

As Senior Research Scientist you will join one of our Research Programs and be accountable for the delivery of specific elements of the Program’s overall impact, science and financial objectives as well as the ongoing development of its strategy. You will be required to assist science leaders plan, monitor and prioritise effort in key impact focus areas and identify capability required to deliver to CSIRO mission and external project opportunities. Externally the role will work closely with an identified Group Leader to lead a portfolio of multi-disciplinary, collaborative research projects that deliver towards the science strategy and impact for Data61.

## Key Result Areas and Duties

### Impact Science Leadership

* Responsible for coordinating and implementing strategy to strengthen future science and technology;
* To support the science director in the promotion, advocacy and integration of Science Digital across CSIRO;
* To provide science leadership across a targeted number of CSIRO challenges and key sectors for Data61;
* To identify new large-scale science and technology opportunities and to communicate these effectively;
* To support the Science Director in the Science Review process;
* Support the Science Director on coordinating strategic science relationships internally in CSIRO;
* Play a leading role in brokering and identifying opportunities to pursue larger initiatives;
* As Senior Research Scientist be responsible for building a portfolio of high impact projects in the research program;
* Promote a strong scientific culture of excellence focused on national and international impact.

### Capability Leadership

* To guide scientific engagement within Data61 and to support the development of future science planning across CSIRO
* To understand and communicate the scientific goals of CSIRO and to communicate the strategic plans of Data61 across CSIRO
* To work closely with the Science Director on coordinating strategic science relationships internally.
* To identify opportunities to enhance our research excellence
* To deputise for the Science Director at steering committee/review meetings for FSP or Missions
* To lead and report on new Science initiatives to the Science and Technology committee in Data61
* To work with the Science Director on the management, governance and coordination of Data61 led FSPs and missions
* Attract, develop and retain world class talent which meet current and future needs
* Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace, in doing so model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity and Inclusion initiatives and Making Safety Personal goals.

### Engagement & Partnership

* To maintain and foster strong relationships with other business units within CSIRO
* To represent Data61 in strategic networking and advocacy to promote our science excellence and impact creation
* To engage with other business units on shared strategies, project alignment and the pursuit of fewer bigger things across CSIRO.
* Communicate Data61 strategy to internal and external stakeholders;
* Build strategic relationships within CSIRO to execute our strategy;
* Produce or support the production of high quality scientific and/or engineering papers suitable for publication in quality journals and for presentation at national and international conferences;
* Communicate openly, effectively and respectfully with all staff, customers and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation;
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields and industry challenges.

### Resource Leadership

* To create new science leadership learning pathways (inc. mentoring, professional development, role sharing, secondments etc.);
* To provide oversight and leadership to Data61’s response to internal fundings schemes including (ResearchPlus);
* To provide strategic advice on Data61 in-kind contributions to internal and external activities along with CAPEX review;
* To lead and report on new science initiatives to the Science and Technology committee in Data61;
* Ensure best practice governance and management of commercial activities and intellectual property of research activities;
* Manage delivery against milestones and appropriate quality standards;
* Contribute to the development of science plans and CAPEX plans for future initiatives.

## Selection Criteria

### Essential

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

1. A PhD (or an equivalent combination of qualifications and research experience) in a field relevant to Data61
2. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to scientific research problems.
3. A demonstrated publication history of authorship on scientific papers in peer reviewed journals and/or reports, grant applications or inventorship on patent applications;
4. Demonstrated leadership and excellence in a relevant field of science, with a strong track record of outcomes and/or impact delivered.
5. Evidence of strong engagement skills and strategic relationship management that grows new science opportunities and supports commercial outcomes.
6. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster cross organisational capability.
7. Behaviours are that are exemplary, and that actively promote cross domain collaboration and corporate initiatives.

### Desirable

1. Evidence of ability to strategically develop effective programs and opportunities that respond to national and global research challenges, drawing from knowledge in innovation systems, mission-oriented R&D.
2. A track record in supporting a senior leader in optimal positioning, organisational alignment and science delivery in the national interest.

## **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:** 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:** 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:** 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:**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

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 organisations with 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. At CSIRO you can be part of helping to solve big, complex problems that make a real difference to our future. We spark off each other, learn from each other, trust each other and collaborate to achieve more than we could individually in a supportive, rewarding, inclusive and truly flexible environment.

**CSIRO is a values-based organisation. You will need to demonstrate behaviours aligned to our values of:**

* Integrity of excellent science
* Trust and respect
* Creative spirit
* Delivering on commitments
* Health, safety and sustainability

This position is an indefinite position.

The preferred location for this position is Brisbane, although Canberra will be considered. The position will require travel between locations.

### CSIRO’s Commitment to diversity

We’re working hard to recruit diverse people and ensure all our people feel supported to do their best work and empowered to let their ideas flourish. For more on our Diversity and Inclusion strategy go to www.csiro.au/Diversity.

### Flexible working arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. For more information go to [www.csiro.au/Careers/The-CSIRO-Experience/Balance](http://www.csiro.au/Careers/The-CSIRO-Experience/Balance)

Relocation and immigration assistance will be provided to the successful candidate where required.