# Position Details

## Research Consulting – CSOF7 / CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Power Systems Lead |
| Job Reference | 80803 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | CSOF7: AU$141,949 to AU$157,055 pa (pro-rata for part-time) + up to 15.4% superannuation  CSOF8: AU$169,377 to AU$212,658 pa (pro-rata for part-time) + up to 15.4% superannuation  \*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate |
| Location(s) | Negotiable – Newcastle NSW preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Group leader, Engineering & Development |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact John Ward at [John.K.Ward@csiro.au](mailto:John.K.Ward@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

CSIRO Energy is playing a key role in Australia’s energy transition. We are pioneering low-emission technologies that create value for industry and households and provide the research that will inform decision makers and help guide Australia towards a smart, secure energy future.

CSIRO is seeking a Power Systems Lead to grow the Electricity Power System Transformation initiatives within the CSIRO Energy Systems Program.

The role will include setting CSIRO’s research and development agenda in the area of electricity power systems renewable energy integration, leading major deployment programs with industry partners, securing commercial revenue from CSIRO’s research efforts, and working across the sector to secure agreement on the industry’s future.

Working with industry and government, this role is an opportunity to help transform an entire industry, driving once-in-a-generation change, and guiding billions of dollars of investment.

Applications are invited across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience.

### Duties and Key Result Areas:

* Provide thought leadership to Australia’s energy sector, with a clear vision of the challenges that need to be addressed, the changes needed, and the benefits that innovative research and development in this space can deliver to both industry and the wider society.
* Working with some of Australia’s leading energy scientists, lead the development and execution of a commercially valuable program of research and development that addresses key needs and opportunities amidst the transformation in Australia’s energy sector.
* Manage major deployment projects with commercial clients.
* Working with industry, ascertain the key technical, regulatory and customer requirements behind the vision for an affordable, reliable, and low-emissions energy industry. Distil these in to packages of work and key steps for research providers, industry partners and broader stakeholders.
* Build significant collaborative relationships with Australian universities and international research organisations.
* Persuasively communicate the transformational challenges facing the sector to a range of stakeholders, from senior decision makers to general consumer.
* Develop a pipeline of major external projects delivering significant revenue. Identify opportunities for research and development projects with leading energy enterprises and agencies that clearly connect proposed solutions to business needs and value.
* Assist in the commercialisation of CSIRO intellectual property and innovations in national and global markets.
* Manage costs and revenue to deliver to agreed bottom-line targets.
* 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, regionally dispersed 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 Making Safety Personal goals.

## **Required Competencies:**

## **CSOF 7**

* **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:** 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:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **CSOF 8**

For appointment at the higher level, the candidate will need to demonstrate a higher level of competency across all areas, and specifically address:

* **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:** 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.

## **Selection Criteria**

#### Essential

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

1. Tertiary qualifications with relevant practical experience in the electrical power systems domain, or managerial and/or commercial qualifications and significant experience and depth of science understanding from a research or industry perspective in electrical power systems.
2. Significant experience in technical innovation and people leadership in the energy sector, particularly in disruptive technologies, renewables and/or energy grids.
3. Demonstrated ability to provide high level strategic and operational leadership - to have a strategic vision and lead a team to deliver upon it.
4. Proven ability to engage senior decision makers, present complex proposals in a cogent and persuasive manner and gain support and funding for mutually beneficial initiatives.
5. Demonstrated experience in building-up an innovative program of work that delivers revenue for your organisation and impact for the client.
6. A network of national and international collaborators in electricity power systems research.
7. Excellent written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for complex proposals/ideas
8. An outstanding record of innovation and creativity plus the ability to apply well developed research skills to scientific investigations of significant consequence.

## **Desirable:**

1. World-class reputationand knowledge of Electricity Power Systems challenges and research priorities and recognition as a thought leader
2. Demonstrated existing network of relations and contacts across Australia’s electricity sector.
3. Extensive applied research experience, balancing research excellence with the demands of a commercial environment, including working with research institutions and government funding agencies.
4. Business acumen as evident from records of commercial success and delivery
5. An enthusiasm for applied research working in a commercial environment
6. Evidence of leading major projects with significant practical deployment

**For appointment at the higher salary level (CSOF8), essential criteria will also include:**

* World-class reputationand knowledge of Electricity Power Systems challenges and research priorities and recognition as a thought leader

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 may 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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Energy](https://www.csiro.au/en/Research/EF)