# Position Details

## Research Management- CSOF7

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| The following information is for applicants |
| Advertised Job Title | Research Group Leader – Sustainable Carbon Technologies |
| Job Reference | 88130 |
| Tenure | Specified Term of 3 years Full-time |
| Salary Range | AU$141,949 - AU$157,055 per annumplus up to 15.4% superannuation |
| Location(s) | Newcastle, NSW |
| 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 | Program Director, Energy Technologies |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 4 |
| Enquire about this job | Contact Daniel Roberts via email at Daniel.Roberts@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 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

At CSIRO we are pioneering low-emission technologies in support of Australia’s energy transition, and developing the science and capabilities to guide Australia towards a smart, secure and sustainable energy future.

The Energy Technologies Program is one of three Programs within CSIRO’s Energy Business Unit. The Sustainable Carbon Technologies Group is one of three Groups in this Program, and brings its established scientific excellence and expanding technology portfolio to the challenges associated with decarbonisation of Australian industry and broader aspects of CO2 capture and utilisation pathways. The work of the Group focusses on CO2 capture and utilisation, and spans early-stage technology development and testing, through to commercialisation activities with our industrial partners.

As the Research Group Leader, you will have a frontline leadership role. Reporting to the Research Program Director, you will be focused on people leadership, portfolio management, and supporting our staff to collaboratively develop new science and capabilities to create impact. As a member of the Program’s Leadership Team, you will play a critical role supporting the Research Director in the management of the Program's portfolio of projects and research staff, delivering on our commitments in support of achieving our strategic goals, and you will draw on your relevant technical experience and project and program management skills to drive the delivery of initiatives that support the broader strategic goals of the Energy BU.

### Duties and Key Result Areas

* Play a frontline leadership role developing and managing staff, focusing on HSE risk management, implementing the refreshed Program strategy, and ensuring that CSIRO’s values are upheld, with staff being held accountable for their actions.
* Manage a portfolio of project activities, covering a range of research topics, and take responsibility for developing Group strategy, setting objectives, budgeting, reporting, and client relationship management.
* In collaboration with science and project leaders in the Group, develop and deliver a portfolio of strategic projects that support the long-term sustainability of the Group and Program.
* Take responsibility for fostering safe, effective and productive collaboration and interactions between scientists, engineers, technicians, management, and external and internal clients and stakeholders.
* Lead significant research projects, or a portfolio of project activities, which typically covers a range of research topics, and are responsible for developing project strategy, setting objectives, budgeting, reporting, and client relationship management.
* Initiate and lead change initiatives across the Research Group and Program as required.
* Attract, develop, and retain world class talent which will meet current and future needs of the BU, Program and Group. Contribute to capability strategies for the BU and program.
* Model appropriate and professional behaviour in the workplace and manage people matters proactively.
* Build effective teams and manage career development through effective teams.
* Communicate openly, effectively and respectfully with staff, clients and stakeholders 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 and management 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.

## **Selection Criteria**

#### Essential

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

1. A relevant degree in science, engineering, or equivalent, with managerial experience or qualifications ***or*** managerial qualifications combined with significant experience and depth of understanding of science from either a research or industry background.
2. A track record of establishing or leading effective science or engineering research or technology development teams, and a record of strong leadership that has contributed to or defined policy direction and strategy.
3. Sound technical or scientific understanding of aspects of CO2 capture and utilisation technologies or processes, or your technical/engineering experience in the energy field.
4. Proven project management skills, including planning, budgeting, governance, reporting and monitoring.
5. High-level written and oral communication skills, evidenced by advanced reporting, presentation, and negotiation abilities.
6. A proven ability to foster effective relationships, using complex influencing strategies to ensure alignment between client or stakeholder needs and organisational objectives.
7. A history of anticipating and successfully resolving complex technical, management and administrative issues, which have potential for impact at a strategic level.
8. A demonstrated commitment to health, safety, and wellbeing of staff, willing to challenge the status quo in pursuit of Zero Harm.
9. Alignment with CSIRO values (People first, Trusted, Further together, and Making it real)

## **Desirable**

1. A PhD or Masters in a relevant scientific or engineering discipline.
2. Established energy industry or innovation sector networks.

## **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:** 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.
* **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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and the [Energy Business Unit](https://my.csiro.au/OrgInfo/Structure/Science/Energy) 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