# Position Details

## General Management – CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Director, Strategy |
| Job Reference | 88721 |
| Tenure | Indefinite  Full-time |
| Salary Range | Attractive salary package available |
| Location(s) | Melbourne, Canberra, Sydney, Brisbane |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Chief Operating Officer |
| Client Focus – Internal | 95% |
| Client Focus – External | 5% |
| Number of Direct Reports | 5 |
| Enquire about this job | Please note the recruitment of this position is being managed by Heidrick & Struggles – please contact [csirods@heidrick.com](mailto:csirods@heidrick.com) |
| 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 Director, Strategy is responsible for leading the process for the development and ongoing management of CSIRO strategy, developing market insights and strategic executive reporting as well as providing advice to management on matters of strategy and impact investment.

### The Strategy team drive the formation of CSIRO's strategic direction, support portfolio investment decision making and tracking delivery. The team facilitates dialogue, providing informed insights, and supports performance management. The Strategy team supports CSIRO in developing the organisation’s Corporate Plan and Annual Report, strategy development and impact planning for individual Business Units. Additionally, the team facilitates the Annual Performance and Investment Review process, and continuous performance reporting.

### Duties and Key Result Areas:

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| Strategy Development & Management  Lead the process for the development and ongoing management of CSIRO:   * Facilitate the annual strategy development process which covers all parts of CSIRO and culminates in reviews of the organisational strategy by the Executive Leadership Team and the Board. * Oversee the development of evidence-based impact strategies in collaboration with CSIRO Business Units through exceptional project management. * Analyse the business environment and identify the potential trends and risks that are of strategic significance to CSIRO. * Evaluate the implications of environmental change and development of strategic options to achieve CSIRO objectives. * Lead the development of recommendations for a portfolio of strategic options that align with CSIRO’s ambition and purpose. * Develop and maintain trusted relationships with multiple stakeholders who may contribute to, or be impacted by, company strategy recommendations or the annual strategic planning process.   Strategic Execution   * Provide expertise across the organisation on transformation and change management, program management, benefits realisation, business improvement methodology and taking an active role in up-skilling the employees and ensuring a consistent approach across all these areas. * Work closely with Finance and Human Resources to provide a holistic view of program activity, conduct ongoing monitoring and progress review of projects, reporting on key project milestones, resource forecasts, benefit realisation and budget management. * Manage the key dependencies across the transformation streams of work; working in partnership with stream leads, driving accountability for delivery and realisation of business benefits. * Lead the deployment of change in the business and work in partnership with the Executive Leadership Team to effectively assess business readiness and identify key risks. * Lead a team of project implementation professionals and provide direction to cross-functional teams.   Strategic Reporting   * Accountable for the strategic reporting for the Executive Leadership Team and CSIRO Board. * Conduct analysis and develop and maintain executive reporting that clearly tracks the success of the deployment of CSIRO strategy.   Strategic Advisory   * Be a trusted adviser to CSIRO executive leaders providing incisive perspectives on the Australian policy environment and global macro factors, with a particular focus on medium to longer term scenarios. * Partner with multiple internal stakeholders to deliver high quality insights and commercial perspectives on various issues and strategic options. This will include collating and researching data, synthesising information, and making strategic recommendations. * Support decision making on key projects and ad-hoc business issues through the provision of robust analysis, modelling and insight of both financial and non-financial data. * Contribute to the success of the Executive Leadership Team, managing deliverables to meet tight deadlines. |

## **Selection Criteria**

#### Essential

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

1. A relevant tertiary qualification,finance, business or other relevant discipline, a post-graduate degree in science and technology or business administration field is desirable.
2. At least 10 years’ experience in driving execution of strategy, innovation and commercial development programs.
3. Experience in shaping, leading and driving business transformation that has achieved measurable improvements.
4. Proven track record in initiating and contributing to strategic direction and negotiating funding and / or investments.
5. Demonstrated experience in establishing program management and reporting disciplines across a large organisation.
6. Strong commercial and financial acumen and proven ability to effectively use information to support strategic business decisions through extensive analysis and modelling.
7. A track record in running large transformational projects, using effective project management methodologies.
8. Superior stakeholder management, budgeting, resource management, and strategic planning skills.
9. Outstanding project and program and change management skills and the ability to demonstrate experience of driving delivery that spans multiple stakeholders within a large organisation.
10. Deep understanding of people, process and technology enablers required to enable business transformation.
11. Superior workforce planning and resource planning skills, and exceptional analytical and problem solving capability.
12. Strong communication, presentation and influencing skills, and ability to successfully work with peers.
13. Ability to work effectively with senior executives, including CEO and the Board.

## **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:** 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.

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 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 at the Baseline.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) 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