# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Business Development Manager, Health & Biosecurity |
| Job Reference | 80948 |
| Tenure | Specified Term for 3 years  Full-time |
| Salary Range | AU$117,917k - AU$138,176k plus up to 15.4% superannuation |
| Location(s) | Anywhere in Australia |
| Relocation Assistance | NA |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent  Residents Only |
| Position reports to the | Director, Business Development & Global, Health & Biosecurity |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Anita.Vandermeer@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

The Business Development (BD) Manager in CSIRO is part of CSIRO’s Business Development and Global team that provides Business Development services across the organisation. Part of a team principally supporting one of CSIRO’s Business Units, the role enables the BU and CSIRO to achieve strategic objectives and sustainable revenue targets through the development and management of growth opportunities and BU strategic priorities, pipeline build, and managing customer relationships.

As a vital BD&G representative and partner to the BU, the role is instrumental in activating the BD&G strategy to support the BU to create pipelines of opportunities and external revenue in strategic growth or core focus areas, increase participation in multi-year, multi-BU programs or projects, and explore new business models to deliver BU and enterprise targets. The role typically has a deep understanding of relevant domain knowledge but may be required to work in other science or sector areas to deliver high impact opportunities.

Customer engagement is critical to the success of CSIRO’s strategy. The role will actively evaluate customers (both existing and potential new), develop strategic partner opportunities, utilise customer engagement programs, growth opportunity frameworks, stakeholder mapping and other tools to grow the depth and breadth of CSIRO’s customer portfolio to fundamentally support the BU to deliver on its strategy.

Cross-organisational collaborations are vital to achieving the CSIRO vision of “fewer, bigger things.” The role will seek opportunities to create cross-BU programs, or create opportunities for customers to engage with other BUs.

The BDM takes an agile, leading, and coordinating role in multidisciplinary teams as opportunities progress through the CSIRO opportunity management system, strongly engaging with high impact (strategic, ROI, reputational, risk, etc) programs or projects, while triaging lower impact opportunities to other Enterprise Support Functions to deliver the desired outcomes.

### Duties and Key Result Areas:

### Be a trusted advisor and support the BU researchers with strategic advice, market research, business intelligence, and fit for purpose (including new) business models that enable evaluation and planning of BU Strategy, growth opportunities, business impact, revenue pipelines, cadence, and delivery of BU performance targets.

### On the ground activator and champion of BD&G strategies and work plans in the BU to deliver Business Development impact and revenue aligned with BU growth opportunities and strategy, and CSIRO’s Corporate Plan – including Missions. Responsible for supporting the Business Development Director to partner with the BU Director and BU Leadership Team on delivery

### Embrace an “outside-in,” market-pull perspective to identify and develop strategic portfolios of clients & partners in key markets to support delivery of revenue and strategic goals.

### Adhering to CSIRO values and in partnership with the BU’s researchers develop strong trusted advisor l relationships with external stakeholders across industry and government in key strategic markets to create new revenue generating and impact opportunities and build a portfolio of clients and partners

### Drive the identification and creation of impactful cross-BU connections and partnering opportunities for the benefit of customers and CSIRO

### Lead, coordinate (in partnership with researchers and other ESS), and complete the execution of fully formed partnerships of strategically- or core focus-aligned BD&G opportunities at the BU and cross-BU to meet financial and impact objectives

### Collaborate and empower your BD&G team members, BU researchers and other ESS to perform at high levels and deliver outcomes against the Corporate Plan, BU growth opportunities and BU strategy by embracing a culture of outstanding customer service that encourages innovative problem solving, agile and timely responsiveness, continuous improvement towards best practice, knowledge sharing, and functional accountability.

### Develop a strong understanding of the activities delivered by other Enterprise Support Services (Commercial, IP, Legal, Finance etc) to lead opportunity development while ensuring the transfer of responsibility of a transaction to the appropriate ESS function in a timely fashion.

### Support the BD Director to implement and activate business improvement and change management projects within the BU to continually improve the effectiveness and efficiency of BD&G operations.

### Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.

### Other duties as directed.

## **Required Competencies:**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **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:** 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:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## **Selection Criteria**

#### Essential

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

1. A tertiary qualification or equivalent experience in a relevant area such as science, engineering or business.
2. Knowledge of and networks within the biosecurity sector (diseases/pests/weeds/invasives).
3. Demonstrated experiencein providing BD&C leadership, developing strategy and delivering beneficial growth and change for organisations.
4. Demonstrated experience in originating, negotiating and contracting business opportunities in a science and/or innovation context.
5. Experience in representing organisations in public presentations and the initiative to seek out opportunities to present, engage and influence audiences.
6. Demonstrated experience in developing high quality presentations, proposals and tenders and delivering them in a timely manner.
7. Strong team player with demonstratedexperience working in and/or leading teams, being inclusive and building and leveraging networks to deliver valuable outputs and outcomes in a timely manner.

## **Desirable:**

1. An MBA or other relevant post-graduate degree would be highly regarded.
2. An Australian drivers’ licence.
3. Experience working with research organisations.

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.

Include if relevant:

* 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.
* The successful candidate may be required to undertake a pre-employment medical examination prior to commencement.
* Shortlisted candidates may be required to undertake psychometric testing.
* The successful candidate will be required to travel nationally and potentially internationally in this role.

## **About CSIRO:**

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