# Position Details

## General Management – CSOF8

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| The following information is for applicants |
| Advertised Job Titles | Deputy Director, Business Implementation |
| Job Reference | 91236 |
| Tenure | Specified Term of 3 years, Full-time  |
| Salary Range | Attractive salary package available  |
| Location(s) | Negotiable – Any CSIRO Site considered  |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Executive Director, Growth |
| How to apply | Please note the recruitment of this position is under the management of Odgers Berndtson. For more information and to apply, please go to [www.odgers.com/87846](http://www.odgers.com/87846) |

**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.

**About CSIRO Growth**

CSIRO is Australia’s national science agency – our purpose is to solve Australia’s greatest challenges!

CSIRO Growth is responsible for enabling CSIRO’s business to operate in an integrated way across the organisation with a focus on customers, collaboration and commercialisation. We enable maximum impact for the nation underpinned by a healthy and sustainable financial platform.

CSIRO has a proud history of delivering impact for Australia and this requires us to continually review and improve our operational systems and processes to ensure that they are fit for purpose in delivering CSIRO’s strategy. As a result, we have established a new process across Growth to systematically review, simplify and optimise the systems and processes that enable our teams and business units to operate effectively.

This change process will also enable integration of the latest digital tools to empower our teams and improve efficiency. This is effectively a consolidation of all our business systems and processes under a single umbrella and will also manage the effective deployment of key roles including contract management and legal services across the Growth portfolio.

Growth works across our Business Development and Commercialisation, Global, Strategy and Science Impact and Policy functions, connecting our leaders and business units to market opportunities and challenges.

### Role Overview

The **Deputy Director (Business Implementation**) and the other 4 Growth Directors will collaborate as a leadership team to assist the Executive Director in all aspects of the management and operation of CSIRO Growth. The Deputy Director will focus on delivery of commercial legal and contracting activities, as well as managing and optimising the systems and processes that enable the broader Growth team to deliver on their priorities, including oversight of:

* Workforce initiatives, both within the business unit and horizontally across CSIRO
* People leadership, development, deployment, coaching, guidance and change management
* Process (re)design and implementation to oversee digital transformation and optimisation of all Growth systems and processes
* Leading our legal and commercial contracting capability
* Partnering closely with other Growth teams and CSIRO enterprise functions to deliver in a seamless and agile manner
* Growth's response to organisational initiatives and performance (e.g. risk management, audit responses, Culture Survey, Reconciliation Action Plan).

The successful candidate will have a track record in managing business and change management processes in large complex organisations with a high degree of complexity. With experience in:

* **People leadership** – development, deployment, coaching, guidance and change management
* **Customer-first** – connecting diverse skills and people to drive impact and deliver customer value
* **Stakeholder management** – connecting and working across the organisation
* **Industry best practice** – garnering and fostering knowledge sharing and education across the organisation by supporting 'Communities of Practice" and developing strong project management, governance and risk management
* **Strategic advice** – using strong analytical and problem-solving skills and the ability to understand broader business issues affecting commercial legal and commercial contracts management.
* **Change management** – using systematic, transparent, and inclusive approaches to implementing the systems and processes required for Growth to deliver its priorities.

**Duties and Key Result Areas**

**Impact Leadership**

* Provide high level strategic leadership to Growth, empowering talent and lifting agility to deliver impact through innovation and building collaborative networks.
* Develop and promote a strong culture of excellence focused on national and international impact.

**Capability Leadership**

* Strive for “Zero Harm” (physical and psychological) through a commitment to a healthy, safe and environmentally sustainable workplace.
* Undertake leadership development and succession planning.
* Support the development of a strong commercial pipeline and collaborative networks to effectively deliver a range of commercial outcomes for CSIRO and the broader Australian innovation system.

**Engagement & Partnership**

* People leadership (development, deployment, coaching, guidance and change management)
* Connecting and working across the organisation
* Garnering knowledge sharing and education across the organisation by supporting ‘Communities of Practice” to develop ‘best practice’/new business models
* Influencing and providing high quality strategic advice to senior leadership.
* Build and manage strategic alliances and partnerships to advance CSIRO’s interests, science delivery, and impact and to achieve strategic science goals.
* Provide high-level representation of CSIRO’s capability nationally and internationally.
* Partner with CSIRO business units to deliver sustainable impact including revenue.
* Build relationships that traverse Business Unit boundaries to understand broader Business Unit capability requirements.

**Resource Leadership**

* Work with the Growth Leadership Team to ensure that capability, resources, and strategic investments are effectively prioritised and deployed to meet current and future requirements.
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## **Selection Criteria**

#### Essential

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

1. Relevant degree or experience in conjunction with demonstrated achievement in senior advisory and managerial roles, ideally with postgraduate managerial qualifications.
2. Demonstrated ability to attract, retain, empower and develop world-class talent, promote wellbeing, and foster cross-organisational capability.
3. A track record in promoting cross Business Unit collaboration and corporate initiatives.
4. Superior stakeholder management, budgeting, resource management, and strategic planning skills.
5. Deep understanding of people, systems, processes, procedures and technology enablers required to enable business and digital transformation.
6. Demonstrated ability to proactively identify, build and develop a portfolio of key external commercial relationships and opportunities to support the delivery of impact objectives and meet current and future revenue goals aligned with CSIRO's Corporate Plan.
7. Evidence of experience in building and maintaining strong professional and collaborative working relationships across a wide range of disciplines at all levels of the organisation and externally, proactively seeking and influencing multiple key stakeholders within a complex and ambiguous environment to achieve a successful outcome.
8. Demonstrated experience building a high-performing team, providing coaching and development opportunities across the breadth and depth of a complex team that delivers high service delivery and technical output standards. Proven ability to hold a team accountable to specified results and create a culture that fosters innovative problem-solving, continuous improvement and knowledge sharing.

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 organisation with over 50 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.

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

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted

Find out more about CSIRO [Commonwealth Scientific and Industrial Research Organisation, Australian Government - CSIRO](https://www.csiro.au/)