# Position Details

## General Management – CSOF8

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| The following information is for applicants | |
| Advertised Job Titles | Director, Investment - Growth |
| Job Reference | 91241 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | Attractive salary package available |
| Location(s) | Negotiable – Any CSIRO Site around Australia |
| 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/87845](http://www.odgers.com/87845) |

**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.

### Role Overview

CSIRO's research activities are focussed on six national challenges that require multidisciplinary and coordinated responses with industry, government and the broader innovation community. In meeting these challenges, CSIRO is both a provider of research solutions and an investor to provide commercial outcomes that effectively deploy impact from science and provide a healthy flow of revenue for future science investments.

We are looking for an experienced professional to work across our business units to empower effective commercial outcomes delivery within CSIRO and the broader Australian innovation ecosystem.

The ***Director, Investment*** is responsible for CSIRO's Intellectual Property (IP), commercialisation portfolio, financial/strategic health of our research portfolio and business model innovation to deliver impact. Reporting to the Executive Director, Growth, the Director, Investment will form part of the Growth and CSIRO leadership teams and is crucial in leading our revenue and impact planning processes with each Business Unit. The Director, Investment will also grow the scale of our commercial activities, build an appropriate skills base and education program across CSIRO to support commercialisation and deliver on our IP and commercialisation targets in partnership with the business units horizontally across CSIRO. The Investment team leads and co-ordinates the delivery of national programs to uplift research commercialisation in Australia, including the ON Program for Australia’s research ecosystem, internal CSIRO programs and engagement with external investors.

Responsible for leadership of the Investment team comprising of more than 50 professionals providing proactive IP, licencing and equity portfolio management, commercialisation, and commercial services. To ensure success, the Director, Investment will work with each business unit to build a high-performing, coherent, and agile team capable of delivering on the commercialisation activities required to deliver impact from our science.

Our commercial and strategic revenue planning activities are critical to the success of CSIRO's Corporate Plan.  The Director, Investment will support the development of a robust commercial pipeline and collaborative networks to effectively deliver a range of commercial outcomes for CSIRO and the broader Australian innovation system.  A critical component will also be partnering closely with other Growth teams and CSIRO enterprise functions to deliver seam outcomes across CSIRO.

The successful candidate will have deep commercial acumen and experience gained in a previous role working in Commercialisation/Intellectual Property or with a background in Venture Capital/Private Equity or as a business leader building capability in an emerging company with complex leading-edge solutions.

* **People leadership** – development, deployment, coaching, guidance and change management
* **Commercialisation skills** – demonstrated a deep understanding of business models and their practical application to unlock value, 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 new business models
* **Strategic advice** – influencing and providing high-quality strategic advice to senior leadership.

**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.

## **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 partner effectively with client groups to achieve and grow Business Development impact with revenue, focusing on return on investment to maximise organisational results in line with CSIRO's Corporate Plan.
3. Demonstrated ability to proactively identify, build and develop a portfolio of critical external commercial relationships and opportunities to support the delivery of impact objectives and meet current and future revenue goals aligned to CSIRO's Corporate Plan.
4. Demonstrated recent ability to deliver end-to-end conversion of strategic business development and commercial opportunities with a focus on driving and supporting efficient commercial contracting and leadership of multidisciplinary teams.
5. Demonstrated experience in building and maintaining strong professional and collaborative working relationships across various disciplines at all levels of the organisation and externally, proactively seeking and influencing multiple stakeholders within a complex and ambiguous environment to achieve a successful outcome.
6. Demonstrated experience building a high-performing team, providing coaching and development opportunities across the breadth and depth of a complex unit 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 creative problem-solving, continuous improvement and knowledge sharing.
7. Superior stakeholder management, budgeting, resource management, and strategic planning skills.

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/)