

Australia’s National  
Science Agency

Information for applicants

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area 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).

Director

Health and Biosecurity

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 Australia’s national science agency and innovation catalyst, and we are solving the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is one of the largest and most multidisciplinary mission-driven research agencies in the world.

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 are Australia’s most trusted research institution and most connected innovator, working with every Australian university, government department and major Australian industry.

Our more than 5,000 people are based across over 50 sites in Australia and around the world, and we manage state-of-the-art research facilities for the nation.

Our collaborative research turns science into solutions for food security and quality, clean energy and resources, health and wellbeing, resilient and valuable environments, innovative industries, and a secure Australia and region.

We deliver around $7.6 billion of benefit to the nation each year as a result of our science, securing our future national prosperity as well as environmental and social benefits.

About CSIRO Health and Biosecurity

In 2015 CSIRO recognised the significance of health as a “national challenge” and created what is now the Health and Biosecurity Business Unit (H&B) by drawing together existing research and innovation capabilities from across the organisation. Since then, the H&B Business Unit and the sectors it services/collaborates with have evolved; Australia’s health and biosecurity sectors continue to be under increasing pressure from multiple existing and emerging threats. Emerging infectious diseases are a current and ongoing risk that require urgent attention, and as our population ages and the burden of chronic disease increases, we need to consider new ways of delivering healthcare. Weeds, pests, and diseases threaten Australia’s agricultural industries and natural ecosystems at increasing rates. There is an urgent need to consider new ways of preventing the entry into Australia of such threats, as well as limiting the spread and damage they cause once inside the country. There is an increasing requirement to address these challenges through a whole-of-system One Health approach underpinned by human, animal and environmental health science and technology.

With this in mind, H&B Business Unit’s goal is to collaboratively deliver impact that drives the transformation of Australia’s health and biosecurity sectors, improving prevention, detection and responses to health and biosecurity threats.

This Business Unit focusses R&D around building Australia’s resilience to health and biosecurity megashocks; supporting the technological and digital transformation of healthcare and biosecurity systems; and improving health and wellbeing of all Australians. It is comprised of three Research Programs that span the biosecurity, health systems and human health sectors, with approximately 300 staff located across Australia and Europe and an annual budget of approximately $62M.

Our three research programs are:

* Biosecurity
* eHealth
* Human Health

Find out more about CSIRO [Health and Biosecurity](https://www.csiro.au/en/about/people/business-units/health-and-biosecurity)

About the Role

CSIRO is now looking to appoint a very experienced leader who can leverage CSIRO’s unique innovation capabilities and simultaneously be an enterprise ‘One CSIRO’ leader.

The Director is responsible for providing the vision, direction and the leadership in the delivery, adoption and impact of the research in the Health and Biosecurity domains. The Director is also responsible for leading and managing world-class capability and actively managing key relationships and alliances with partners, government and industry to ensure optimal positioning, organisational alignment and science delivery in the national interest.

The role requires a visionary leader with experience in managing portfolios of projects and people within the research and development domain, who can balance enterprise-level ‘One CSIRO’ leadership with delivery of Business Unit objectives. The Director will be a member of the CSIRO Leadership team and have outstanding collaboration and communications skills. The key priorities for the Director include maintaining the highest standards of health, safety and wellbeing; superior financial management with a focus on financial stability; and growing new science investment.

The Director will be responsible for organization-wide leadership in health and biosecurity. This will involve direct leadership of the business unit and the fostering of linkages to other parts of the organization relevant to our health strategy, such as our science relating to animal health science, agriculture, food, digital and manufacturing. The role demands global market knowledge and domain expertise to shape CSIRO’s health and biosecurity business. The role will be expected to build on CSIRO’s track record in driving commercial outcomes and delivering national impact in these areas.

Key relationships

Fellow CSIRO Leadership Team colleagues to collaborate and bring together capability to deliver outcomes.

Industry and Government networks to partner, advise and innovate.

Business Unit Leadership team to deliver strategic outcomes, build capability and meet goals.

Key customers

Industry partners, to partner and deliver science and technology solutions.

Academia and relevant research institutions, to collaborate and translate fundamental research.

Government agencies and policy makers, to provide advice and transfer knowledge.

Fellow CSIRO leaders to collaborate and supply capability to delivery on our strategic objectives.

About You

To be the successful candidate you:

### *Lead Through Vision:* Keep the organisation's vision at the forefront of decision making and action.

### *Strive for Zero Harm:* Demonstrate commitment to promoting Health, Safety and Wellbeing by making decisions and initiating action to ensure that organisational systems, policies and practices create an environment that enhances and improves safety and wellbeing.

### *Sell the Vision:* Communicate a compelling view of the future state in a way that helps others understand and feel how business outcomes and impacts will be different when the vision becomes a reality.

### *Influence:* Create and execute influence strategies that persuade key internal and external stakeholders to take action that will advance shared interests and business goals*.*

### *Empower:* Inspire, mentor and enable your team to reach their potential*.*

### *Decide and deliver:* Secure and compare information from multiple sources to identify organisational issues; committing to an action after weighing alternative solutions against important decision criteria. Focus on execution and delivery of outcomes.

### *Cultivate Networks & Relationships:* Develop and maintain strategic relationships with stakeholders inside and outside the organisation (e.g., ministers, universities, government agencies, cross-functional partners, cooperative research centres, alliance partners, external collaborators, and staff) to advance research and business goals.

### *Embed and Optimise Strategy:* Ensure and enable collective commitment to a long-term strategic organisational direction based on an analysis of systemic information and consideration of resources and market drivers.

### *Are Business Savvy:* Demonstrate a keen understanding of business operations and the organisational levers (systems, processes, business units) that drive profit or growth; draws from personal experience to quickly evaluate business plans and processes to identify data or recommendations that need furtherinvestigation.

### *Expand and Advance Opportunities:* Engage with stakeholders to explore their situations and needs; probing underlying issues that suggest broader solutions; maximising the productiveness of interactions by monitoring and building on stakeholders’ feedback; articulating and promoting a path forward.

### *Lead Change:* Identify and drive organisational and cultural changes needed to adapt strategically to changing environment, technology, and internal initiatives; catalysing new approaches to improve impact by transforming organisational culture, systems, or products/services.

### *Collaborate:* Actively seek opportunities to engage meaningfully across the innovation ecosystem to enable the delivery on strategic imperatives.

### *Translate and commercialise:* understand what it takes to bring research to market.

What does success look like?

I am building an innovative, sustainable and high-performing leadership team who are clear on the vision for CSIRO Health and Biosecurity and are empowered and enabled to drive science and engineering excellence and deliver high quality research outcomes for our nation.

I am delivering the CSIRO Health and Biosecurity strategy and objectives through my project portfolio within agreed financial budgets and timelines.

I am collaborating effectively across CSIRO and with national and international stakeholders in industry, government, and universities to deliver innovative projects and solutions.

I am influencing through my strong networks and relationships in industry and across CSIRO Business Units to engage capable resources for strategic projects.

I am consulting with clients and Government to understand problems and co-design solutions that meet their future needs and are commercially relevant for CSIRO and industry.

I am managing the talent and capability within the business unit to ensure we have the right people and capability today and into the future.

I am leading and encouraging the translation of high-quality research outcomes.

I am inspiring, empowering others and demonstrating CSIRO’s values every day*.*

Selection Criteria

#### Essential

1. Established credibility and respect in relevant domain/s with evidence of effective leadership of world-class research capability commensurate with the scale of the Business Unit.
2. Evidence of strong engagement and communication skills and strategic relationship management that expands growth opportunities, drives commercial outcomes, and delivers national impact.
3. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster creativity.
4. Demonstrated track record in leading a complex, multi-site and large-scale operation including managing financial and physical resources and creating a safe and healthy, inclusive and diverse workplace.
5. Proven track record of successfully leading a diverse and multi-disciplinary team to deliver on strategic initiatives/in the translation of research, development and innovation outcomes.
6. Demonstrated record of exemplary leadership behaviour, and an approach that actively promotes internal and external collaboration.

#### Desirable

1. Demonstrated knowledge of and experience with emerging global trends in the health and/or biosecurity markets.
2. If you are Australian-based or have recently spent a significant amount of time working in Australia, it is expected you will bring a strong understanding of the Australian health and/or biosecurity sectors as well as relevant networks across government, industry and research institutions.
3. International candidates will have experience working in a complex R&D environment that encourages cross collaboration, with an in-depth understanding of global innovation systems.

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

#### 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.

#### Location

Negotiable –Brisbane, Melbourne or Canberra preferred

Flexible Working Arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. [Work life balance](https://www.csiro.au/en/Careers/The-CSIRO-Experience/Balance).

Diversity and Inclusion

We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish.

We are committed to the safety and wellbeing of all children and young people.

To Apply

As part of their application, candidates are requested to provide the following:

* **Curriculum Vitae**
* **Cover Letter –** outlining the motivation and relevant capabilities and experience you could bring to this role. This document should not be longer than two pages.
* **Contact details for three Referees –** Referees will only be contacted after prior consultation with the candidate. It is the candidate's responsibility to ensure that their referees are willing to provide reports when contacted by CSIRO.
* **Date of commencement –** An indication of the earliest date on which the candidate could commence in the position.

**PLEASE SUBMIT YOUR APPLICATION DIRECTLY TO TERRI WARD AT** [**terri@towardco.com**](mailto:terri@towardco.com) **QUOTING CSIRO DHBBU21 IN THE SUBJECT LINE**

**Applications close 5pm AEDT, 7 FEBRUARY 2022**

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| As Australia’s national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.  CSIRO. Unlocking a better future for everyone.  Contact us  1300 363 400  +61 3 9545 2176  csiro.au/contact  csiro.au |
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