Australia’s National

Science Agency

Director

Health and

Biosecurity

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).

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 organisations. It is also one of the most multidisciplinary mission-driven research agencies in the world.

CSIRO is Australia’s national science agency and innovation catalyst, and we are solving the greatest challenges through innovative science and technology. We are committed to complementing our world-class science capabilities with outcome-focused research that generates economic, environmental, and social benefits for Australia in a global context

CSIRO is also 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, sustainable energy and resources, health and wellbeing, resilient and valuable environments, innovative industries, and a secure Australia and region.

CSIRO acknowledges the extraordinary contributions Aboriginal and Torres Strait Islander people have made, and continue to make, to our culture, the economy and science. We’re working with Indigenous communities and organisations to create Indigenous-driven science solutions that support sustainable futures for Indigenous peoples, cultures, and Country.

CSIRO research delivers around $11.7 billion of benefit to the nation each year, securing our future national prosperity as well as environmental and social benefits.

# About CSIRO Health and Biosecurity

The Health and Biosecurity (H&B) business unit is one of nine impact science business units in CSIRO. The business unit’s goal is to deliver impact that drives the transformation of Australia’s health and biosecurity sectors, improving prevention, detection and responses to health and biosecurity threats.

Enhancing the health and wellbeing of all Australians is one of the six national challenges that CSIRO is assisting the nation to overcome. This challenge is only becoming more urgent as Australia’s health and biosecurity sectors come under increasing pressure. Emerging infectious diseases are a persistent risk that require ongoing attention. Additionally, as Australia’s population ages and the chronic disease burden increases, we need more efficient and effective ways of delivering healthcare.

From a biosecurity perspective, weeds, pests, and diseases threaten Australia’s agricultural industries and natural ecosystems at increasing rates. There is a pressing need to consider new ways of preventing the entry these threats into Australia, as well as limiting the spread and damage caused by outbreaks.

There is also an increasing requirement to address these challenges through digital technologies and a whole-of-system One Health approach underpinned by human, animal and environmental health science and technology.

The H&B business unit focusses research and development 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 350 staff located across Australia and Europe. The business unit delivers a P&L budget of approximately $110 million per annum (FY23).

The H&B business unit has been on a steady growth trajectory since forming in 2015, and its strategy outlines significant additional growth opportunities across both the health and biosecurity sectors.

# About the Role

CSIRO is looking to appoint an exceptional leader who can provide vision and direction for the delivery, adoption and impact of H&B’s research. The successful candidate will have a strong track record leading a broad portfolio of collaborations, projects and people in a R&D context. Their focus will be on growing science investment, driving commercialisation and translation outcomes, and delivering national benefit.

The Director is an enterprise leader and a member of CSIRO’s Leadership Team. They are responsible for all aspects of leadership of the business unit, and they will have relevant domain expertise and global market knowledge. The Director will maintain the highest standards of health, safety and wellbeing, and demonstrate strong financial management and acumen. Outstanding communication and leadership skills, stakeholder engagement ability, a growth mindset, and a strong bias toward collaboration are extremely important.

The Director will foster effective internal and external links and relationships. They will be a market leader who engages to understand customer needs and create opportunities, as well as an organisational leader who directs the H&B team’s delivery and execution to ensure impact is realised.

The Director is responsible for actively managing key external relationships and alliances across government, research and industry to ensure optimal positioning, organisational alignment and research translation that is in the national interest.  A track record building and growing relationships with a wide range of external partners across industry, academia and government will be very highly regarded.  

The Director will also collaborate effectively within the organisation, and in particular with key areas of relevant CSIRO science, including animal health, agriculture, environment, food, digital and manufacturing.

## 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.

***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.

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

***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.

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

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:

* + People First
  + Further Together
  + Making it Real
  + 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, Sydney 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.

# 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** [CSIROHealthBio@kornferry.com](mailto:CSIROHealthBio@kornferry.com)

**Applications close**

15 January 2023, 11:00pm AEDT

**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**

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csiro.au

/contact