# Position Details

## Research Consulting – CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Digital Lead – Land and Water |
| Job Reference | 88841 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | AU$169 377 - AU$212 658 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Brisbane, Qld or Canberra, ACT preferred. Other locations may be considered where there is a Land and Water team presence |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Deputy Director, Land and Water |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Chris Chilcott via email at Chris.Chillcot@csiro.au or Paul Bertsch via email Paul.Bertsch@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. |

**Acknowledgement of Country**

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

### Role Overview

CSIRO Land and Water delivers solutions for sustainable development and stewardship of land, water, ecosystems and communities, valued at more than $12 billion in triple bottom line benefits.

Through integrated systems research approach we provide the information and technologies required by government, industry and the Australian and international communities to protect, restore, and manage natural and built environments.

Digital technologies present significant opportunities for CSIRO Land and Water, by driving science innovation, increasing efficiency when working at scale and across disciplines, and by allowing the Business Unit to connect and deliver impact for stakeholders in new ways. CSIRO Land and Water is seeking a digital lead to enhance these opportunities through the development and implementation of a digital strategy for the Land and Water Business Unit which aims to position the Business Unit as a national capability and a “go to” in delivering digital solutions.

Given the importance that CSIRO places on Digital Transformation, Business Unit Digital Leads are often a key decision maker in Business Unit strategy and operation. Digital Leads sit on Business Unit leadership teams or manage Digital committees and act as a key decision maker in the initiation of strategies and policies and investments which drive digital transformation within the business unit.

### Duties and Key Result Areas

* Lead the development and implementation of a Digital Strategy for CSIRO Land and Water that seeks to maximise the national impact and commercial potential of CSIRO’s wide range of existing data sets and achieves digital transformation within the Land and Water Business Unit.
* Establish CSIRO Land and Water as a nationally recognised BU leading the application of innovative digital solutions.
* As a member of the Land and Water Leadership Team, contribute to Land and Water strategy development and implementation and act as a key decision maker in the initiation of strategies and policies which drive digital transformation within the Business Unit.
* Build significant collaborative relationships with Australian universities and international research organisations.
* Lead Land and Water Business Unit level communities of practice and committees that assist in raising awareness, build capability and project level decision making on matters of digital transformation.
* Chair and/or represent the Land and Water Business Unit on organisational level committees such as the Science Digital Transformation Program Committee in order to ensure the BU is well positioned to leverage and align its digital transformation with the rest of the organisation.
* Lead efforts to engage external partners, to apply the latest digital science approaches in the Land and Water Business Unit.
* Drive close collaboration with Data61, CSIRO’s data science and engineering BU.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Zero Harm goals.

## **Selection Criteria**

#### Pre-Requisite

#### A PhD (or equivalent combination of qualifications and significant research experience) in digital technologies such as AI, data analytics or digital delivery models, and a good understanding of the science challenges in land and water.

#### Essential

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

1. Tertiary qualifications with relevant practical experience in digital science, with significant experience and depth in understanding from a research or industry perspective in digital science.
2. World-class knowledge of data science and analytical techniques or similar in an engineering-based application space.
3. Extensive industry, commercialisation or applied research experience developing and deploying digital solutions.
4. Proven experience in development of digital capabilities for an organisation to achieve digital transformation and experience delivery digital solutions.
5. Demonstrated knowledge and applications of digital solutions for challenges in Australian environments.
6. Evidence of creating, leading strategic digital initiatives for an enterprise or a large team.
7. A network of national and international collaborators in applied data and/or environmental sciences.
8. Excellent written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for complex proposals/ideas.

## **Desirable**

1. A strong record of science innovation and creativity, plus the ability to apply well developed research skills to scientific investigations of significant consequence.

## **Required Competencies**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build interactions across Business Units and the organisation.
* **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:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Land and Water - CSIRO](https://www.csiro.au/en/about/people/business-units/Land-and-Water) for more information.

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