# Position Details

## General Management – CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Product Manager – Digital Technology (Environment) |
| Job Reference | 90482 |
| Tenure | Specified Term of 18 months  Full-time |
| Salary Range | AU$146,207 – AU$161,767 per annum plus up to 15.4% superannuation |
| Location(s) | Melbourne, VIC or Canberra, ACT (preferred)  Sydney, NSW may be considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team Leader – Living Landscapes Program |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Steven Wibowo via email at [steven.wibowo@csiro.au](mailto:steven.wibowo@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

Globally, environmental degradation is widespread, on the rise and occurring across a range of land and seascapes. In response to this, a strong and growing demand has emerged from investors, banks, consumers and government, for frameworks and tools to better understand changes in the extent and condition of the world’s environmental/natural assets over time. Environmental and natural capital assessment and accounting, and the Taskforce for Nature-related Financial Disclosures (TNFD) have emerged as key frameworks.

Underpinned by CSIRO’s commitment to develop solutions that make impact in society, and decades of research in natural capital accounting, **Nature Positive** is one of CSIRO’s budding start-ups that delivers solutions for natural capital accounting, TNFD reporting and broader ESG reporting. **Nature Positive** has three core offerings:

* **GUIDE:** is an interactive web-based platform where customers can (1) learn Natural Capital Accounting concepts and/or (2) navigate the myriad of CSIRO and non-CSIRO solutions. This will be a hub to host/post a series of publications/blogs/forums/webinar to promulgate the importance of ESG metrics and engages prospective customers.
* **LAB:** is a facilitated problem-solving session where Nature Positive Team engages customers to their needs, pain points and objectives, and recommend next steps.
* **PLATFORM:** is a digital application/portal which allows subscribers to access various Nature Positive ‘modules’ (e.g., biodiversity, carbon, water). Each module consists of well-integrated CSIRO solutions.

The Product Manager will be responsible for designing and delivering Nature Positive offerings. The role will be focusing on product development and product management of GUIDE, LAB and PLATFORM with real impact for Australia and beyond. It will involve shaping the product direction, defining the product design and market strategy, and collaborating with all stakeholders to provide the best possible outcome for the product. The role also involves leadership in taking ownership of product strategy and product direction for the team.

### Duties and Key Result Areas

* Management, development and delivery of Nature Positive offerings/ products (i.e., Guide, Lab and Platform).
* Define a product vision and roadmap including features, requirements, strategy, marketing, identifying obstacles and mitigating risks.
* Develop and communicate the product direction, positioning products in relevant markets, and articulating and driving a go-to-market strategy.
* Manage multiple external clients/customers across public and private sectors, including B2B markets.
* Work closely with engineering, research and business teams to assess capabilities, design products and drive deliverables.
* Manage external contractors to ensure timely and quality delivery.
* Coordinate communication between the CSIRO team, contractors and prospective customers.
* Collaborate with business, marketing and communications teams to develop market strategies and public relations materials.
* Anticipate and manage significant issues, often in ambiguous situations, by evaluating and interpreting complex information and developing creative solutions and contingencies.
* Maintain high ethical and performance standards.
* Manage complex Business Unit interactions with a variety of clients, involving the negotiation of multi-party agreements/contracts, including developing and promoting the benefit of the proposed initiative, developing the approach to negotiation and assisting other staff with strategies to promote their service and/or product.
* Work with a long-term perspective when addressing client issues and balancing immediate and long-term benefits in order to build sustainable relationships.
* 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 team to carry out tasks in support of CSIRO’s objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A university degree, plus at least three years’ experience in product management, with a demonstrated track record of taking ideas from concept to market to achieve business outcomes and solve customer problems in a range of complex product areas.
2. Passion for solving real world problems with science and technology, especially in environmental and sustainability sector.
3. Demonstrated ability to formulate strategic vision and direction for digital products and translate the vision into a tactical and operational plan.
4. Proven ability to action things with high self-motivation and ability to work in a large matrix organisation.
5. Outstanding written and oral communication skills with technical and non-technical audiences.
6. Proven ability to influence cross-functional teams to build alignment and achieve outcomes.
7. Demonstrated ability to engage with a broad range of external and internal stakeholders in complex environments to build alignment on vision and direction.
8. Ability to manage periods of change, uncertainty and conflict.

## **Desirable**

1. Experience managing a product portfolio or complex product.
2. Experience in a senior product management/development position with people leadership.
3. Good understanding of biodiversity and natural capital data, models and tools.
4. Network of customers/partners/investors requiring nature-related products and an understanding of their needs in this space.

## **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 organisational interaction across CSIRO.
* **Influence and Communication:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
* **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 and understanding through integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **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

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Clearance 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. 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 [Land and Water](https://www.csiro.au/en/Research/LWF)