# Position Details

## Research Management- CSOF9

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| The following information is for applicants | |
| Advertised Job Title | Deputy / Science Director, Mineral Resources |
| Job Reference | 81041 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | AU $222k - $250k plus up to 15.4% superannuation |
| Location(s) | Negotiable – Perth, Brisbane, Melbourne or Sydney preferred |
| 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 | Director – Minera Resources |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Size of Business Unit | 311 staff |
| Enquire about this job | Contact Rob Hough via email at [rob.hough@csiro.au](mailto:rob.hough@csiro.au) or phone +61 8 6436 8763 |
| 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**

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 Mineral Resources**

CSIRO Mineral Resources is one of the largest minerals research and development groups in the world with a proud track record of industry innovation. We partner with industry, government and the research sector to deliver breakthrough innovation across the minerals value chain. Addressing the industry’s greatest challenges, our research aims to benefit Australia and the globe by growing our resource base, increasing mining productivity and driving social and environmental performance.

Our focus is on delivering innovation and real-world outcomes for the mineral resources industry and Australia by addressing seven industry priorities:

1. Exploration through cover: Our research aims to increase rates of discovery in Australia and uncover the nation’s next generation of deposits. Our technology will lead to increased investment and greater success rates as new regions of Australia’s covered bedrock are effectively explored.
2. Orebody knowledge: By delivering onsite resource characterisation, we’re helping companies optimise extraction. Companies can get an in-depth understanding of mineral resources in near real time and use new sensor and data processing technologies to reliably predict and improve downstream processes and resource life.
3. Unlocking Australian ores: Advanced processing techniques and technologies will ensure Australian ores are globally competitive. Taking advantage of new process technologies can make otherwise uneconomic lower grade ores viable to mine and export.
4. Low-impact mining: We’re developing intelligent ore extraction technologies so that global mine operators can exploit inherent ore variability, increase productivity and reduce their input costs.
5. Selective ore management: New sensing and sorting technologies will increase mine productivity and safety. Mine operators can adopt high-throughput, no-contact sensor technologies and systems for high tonnage ore sorting, and process management and optimisation.
6. Process optimisation: Global minerals processing operations can reduce costs, increase productivity and lower health and safety risks thanks to our new energy- and water-efficient technologies and processes.
7. Environment and community: Our research is delivering positive social and environmental outcomes for the mineral resources industry. Our aim is that communities and miners have a shared approach to maximise resource value and ensure positive long-term social and environmental outcomes to underpin a vibrant national economy.

Our six research programs are:

* Discovery
* Hard Rock Mining
* Processing
* Sensing and Sorting
* Characterisation
* Sustainable Mining Technologies.

### Role Overview

The Deputy / Science Director works closely with the Mineral Resources Director and will play a leading role in the provision of scientific vision, leadership and direction to the Business Unit while ensuring CSIRO remains scientifically competitive. The Deputy Director is the deputy to the Mineral Resources Director.

The Deputy Director will lead the development and implementation of a strategic capability plan for people and scientific infrastructure ensuring appropriate evolution and matching of Business Unit capability with Mineral Resources and CSIRO’s strategic science directions. The Deputy Director will also work with other Deputy /Science Directors to ensure appropriate capability is maintained/developed across CSIRO’s portfolio of Business Units to properly execute CSIRO’s strategy.

The Deputy Director will manage key scientific relationships and alliances with the Business Unit’s partners to ensure optimal competitive positioning, organisational alignment, and science delivery in the national interest.

**Duties and Key Result Areas**

**Impact Science Leadership**

* Provide high level strategic science leadership to ensure Mineral Resources remains globally scientifically competitive;
* Develop and promote a strong scientific culture of excellence focused on national and international impact;
* Drive effective development, utilisation and delivery of Mineral Resources research capability in accordance with research and investment priorities (and arbitrate where necessary);
* Develop new science platforms/ideas and be accountable for their performance and translation into impact science areas.
* Be an active member of CSIRO Science Council providing direction and recommendations to the CSIRO Research Office on internal and external competitive schemes and Future Science Platforms selection criteria and review.

**Capability Leadership**

* Strive for “Zero Harm” (physical and psychological) through a commitment to a healthy, safe and environmentally sustainable workplace;
* Shape science capability internally and externally through partnerships and collaborations to meet future science opportunities, program goals and impact pathways;
* Support Mineral Resources Leadership Team to identify, attract, develop, and retain world class talent;
* Undertake leadership development and succession planning for Research Directors and key science leaders, to build the science leadership pipeline;
* Monitor long-term science trends to forecast capability demand.

**Engagement & Partnership**

* Manage external scientific relationships with partners to advance CSIRO’s interests, science delivery, and impact and to achieve strategic science goals;
* Provide high-level scientific representation of CSIRO’s capability nationally and internationally;
* Build strategic alliances with industry and the university community to collaboratively execute CSIRO’s strategy;
* Lead Mineral Resources engagement in and development of national initiatives and precincts;
* Build relationships that traverse Business Unit boundaries to understand broader Business Unit capability requirements;
* Lead external and internal Mineral Resources reviews;
* Lead Mineral Resources review process and selection of proposals for CSIRO Research Office competitive schemes;
* Oversee Mineral Resources promotions processes.

**Resource Leadership**

* Develop medium and long-term plans for future science infrastructure;
* Work with the Mineral Resources Leadership Team to ensure that capability, resources, and strategic investments are effectively prioritised and deployed to meet current and future requirements;
* Manage CSIRO Fellows located within the Mineral Resources (where appropriate).

## **Selection Criteria**

#### Essential

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

1. An established reputation in applied research and development in mineral resources.
2. Evidence of successful leadership of platform, discovery and impact science at the scale of CSIRO Mineral Resources.
3. Evidence of strong engagement skills and strategic relationship management that grows new science opportunities and supports commercial outcomes.
4. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster cross organisational capability.
5. A track record in supporting a senior leader in optimal positioning, organisational alignment and science delivery in the national interest.
6. Demonstrated track record in planning for science infrastructure to meet short and long term needs.
7. Behaviours are that are exemplary, and that actively promote cross Business Unit collaboration and corporate initiatives.

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

## **Required Capabilities**

#### Behaviours:

* Building long term plans for future science infrastructre;
* Work with the Business Unit Leadership Team to ensure that capability and resources are effectively prioritised and deployed to meet current and future requirements;
* Manage CSIRO Fellows located within the Business Unit (where appropriate)

#### Experience

* Strong personal publication record in a discipline relevant to the Business Unit
* Success in working at the interface of discovery and delivery science
* Successful management of research activities at Business Unit scale in relevant disciplines

#### Organisational Knowledge

* CSIRO Strategy, Structure and Operating Model
* Impact domains in which science capabilities can be applied
* Deep working knowledge of specific science areas and impact domains in which science capabilities can be applied to deliver maximum impact
* Understand pan-Business Unit goals and impact pathways to support and source/market capabilities accordingly
* Broad Science Knowledge and deep understanding of own and related disciplines
* Relevant Internal and external to CSIRO key stakeholder networks
* Analysing internal and assessing availability of external capability to build/exploit new opportunities
* In depth knowledge and understanding of national and International Innovation Systems (Universities, publicly funded research agencies and CSIRO’s role)
* Strong knowledge of external Industries and R&D markets, trends, decision making and dynamics relevant to the science area
* Scientific credibility and innovation leading to recognition as a world leader in a significant field of research or its transfer to industry
* Enterprise Strategy and operational planning, forecasting, budgeting, reporting and performance management requirements (CSIRO's impact measures) and processes.
* Broad knowledge of CSIRO science domains and portfolios
* Government and Statutory framework in which CSIRO operates and relevant legislation.

#### Personal Attributes

* Eminence - International/ eminent research reputation and credibility in the relevant science domain
* Collegiate
* Credible
* Executive Disposition

## **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 [Mineral Resources](https://www.csiro.au/en/Research/MRF)