# Position Details

## Research Management- CSOF8

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| The following information is for applicants |
| Advertised Job Title | Research Director, Characterisation (CSIRO Mineral Resources) |
| Job Reference | 87153 |
| 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) | Kensington, Perth (WA), Clayton, Melbourne (VIC) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates
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| Position reports to the | Director – Mineral Resources  |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 3 |
| Enquire about this job | Dr Robert Hough via email at Robert.Hough@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 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 Mineral Resources works with industry to grow Australia’s resource base, increase productivity and drive environmental performance. We also provide critical scientific analysis that underpins a growing national dialogue on how resources impact society and the environment.

The role of Research Management staff is to initiate, develop, lead and promote CSIRO's research capability for the benefit of Australia's economy, society/community and/or environment. Whilst the role often has an individual research component, the primary responsibility is the management and/or leadership of research, client relationships, staff and other resources. Research Management staff are responsible for ensuring delivery of scientific results to clients. In accordance with Business Unit and Sector research plans, Research Managers will undertake the establishment and facilitation of multi-team and multi-organisational, collaborative research programs leading to the delivery of results to clients.

### CSIRO Mineral Resources currently has an opportunity for an experienced leader for our Characterisation research program. The Characterisation program provides robust chemical and mineral characterisation data, world‐class technologies and expertise to underpin CSIRO Mineral Resources research delivery across the value chain. The program maintains a critical capability resource for CSIRO and the nation. It’s research teams develop, maintain, apply and provide access to a world‐class suite of facilities and techniques to characterise minerals, metals, metallurgical products and inorganic materials, including via scanning electron microscopy, electron probe micro‐analysis, X‐ray diffraction, X‐ray fluorescence and micro‐computerised tomography.

### This role forms part of the Executive Team for the Mineral Resources Business Unit made up of 6 programs working collaboratively. There is significant internal delivery to research projects in Mineral Resources and in this role the Research Director will work closely with other Research Directors in the Business Unit to provide timely and cost-effective analytical services and research that underpin successful project outcomes and delivery.

### The Research Director will define the vision, strategy and direction of the Characterisation program, and develop and manage a portfolio and pipeline of science, projects and external relationships to ensure optimal science, financial and impact delivery to both internal and external stakeholders. A key responsibility is to promote collaboration across boundaries to bring the best internal and external capability to projects and customers. The Research Director will be part of the Mineral Resources Leadership Team and is accountable for the delivery of specific elements of the Business Unit’s overall impact, science and financial objectives.

### The Research Director has a critical role in building the research capability to enable the program to build on its strengths and evolve to meet new challenges. This includes engagement with CSIRO initiatives regarding Labs of the Future, infrastructure development and digital transformation. They will also work to bring in new business models for sustainable revenue and seek new opportunities to build strong external partnerships. The Research Director is responsible for the management of capability, staff development, technical outcomes, strategy development and financial outcomes.

### Duties and Key Result Areas

Impact Science Leadership

* Through demonstrated deep knowledge of resource characterisation and/or analysis methodologies related to the minerals value chain and provision of strategic and science leadership that results in world class research and tangible industry outcomes.
* Produce high quality scientific and/or engineering papers suitable for publication in quality journals and for presentation at national and international conferences.
* Drive development of long term planning for scientific infrastructure.

Capability Leadership

* Demonstrate leadership attributes aligned to CSIRO’s Leadership model;
* Provide leadership of CSIRO's capabilities and strategy in the Characterisation program;
* Lead research projects of significant size and provide guidance in the execution of projects undertaken by junior team colleagues, including the negotiation of resource requirements.

Engagement and Partnership

* In consultation with stakeholders in the mining and METS sectors, in the research community and within internal stakeholders, develop and continually review CSIRO's characterisation research and development strategy.
* Lead and/or support engagement with mining and related METS companies with a view to developing collaborative or one-on-one projects.
* Lead engagement with cross-CSIRO initiatives, notably the Labs of the Future and Digital Transformation, ensuring that the program is well placed to be a key contributor.
* Lead the engagement with other parts of CSIRO in areas that might be brought to bear on innovation in characterisation.
* Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO's reputation.
* Lead, coach and supervise staff to ensure experiments are established in accordance with research design, within agreed timelines and budget.
* Adhere to the spirit and practice of CSIRO's Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.

Resource Leadership

* Work collaboratively as part of the Mineral Resources Business Unit Leadership and Executive Team and share responsibility for delivery of the Business Unit’s Impact Areas.
* Manage projects and budgets to deliver planned outcomes.
* Lead external revenue activities to deliver strategically aligned projects and meet revenue targets.
* Work effectively as an integral member or leader of a multi-disciplinary, regionally dispersed research team, to undertake independent scientific investigations and carry out/delegate associated tasks.

## Other duties as directed.

## **Selection Criteria**

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

***Pre-Requisites:***

1. **Education/Qualifications:** A PhD (or equivalent) in, or equivalent experience, in Geoscience, Materials Science / Engineering, Process / Manufacturing Engineering, Chemistry/Chemical Engineering or a related discipline, plus relevant research leadership experience.
2. **Behaviours:** Professional and respectful behaviours and attitudes in a collaborative environment.
3. **Communication:** 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.
4. **Leadership:** Aligned to CSIRO Leadership model – put people first, make it clear, get things done. The ability to choose appropriate management strategies and communication styles to maintain high levels of motivation and productivity, giving feedback for development purposes and providing support for improvement.
5. **Problem Solving:**Proven ability to anticipate problems in ambiguous situations, develop appropriate solutions based on thorough evaluation and interpretation, and defend the conclusions with reasoned arguments.
6. **Adaptability:**Demonstrated ability for flexibility in thinking and adapts to and manages ambiguous and complex projects and stakeholders by adapting strategies, goals and priorities.
7. **Safety:** A demonstrated commitment to health, safety and wellbeing of staff, willing to challenge the status quo in pursuit of Zero Harm.

***Essential Criteria:***

1. Established reputation and credibility in the field of characterisation and/or analysis related to the minerals value chain.
2. Recognition as an experienced leader in the delivery of applied research to the mining value chain.
3. The ability to lead a multi-disciplinary, geographically dispersed research team, to build innovation culture and to foster best practice in diversity and inclusion to deliver impact.
4. Strong track record of business development and strategic relationship management for applied research activity.
5. Demonstrated skills and experience in successfully initiating and effectively managing large research, development or demonstration projects and with collaborators.

***Desirable Criteria:***

1. Deep knowledge and track record of at least one area of specialisation within the broad field of characterisation and analysis.
2. Experience in the role of digital / data science to disrupt the minerals sector and research facilities.
3. Track record of delivering scientific infrastructure projects.

**As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:

1. Excellent science
2. Inclusion, trust & respect
3. Health, safety & environment
4. Delivery on commitments.

**In your application and at interview you will need to demonstrate alignment with these behaviours.**

## **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:** 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:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **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

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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Mineral Resources](https://www.csiro.au/en/Research/MRF) 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