# Position Details

## Research Management- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Research Group Leader – Carbon Steel Materials |
| Job Reference | 90412 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$144,787 - AU$160,196 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Brisbane |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All Candidates |
| Position reports to the | Research Program Director – Mineral Processing (CSIRO Mineral Resources) |
| Number of Direct Reports | 2-5 |
| Enquire about this job | Contact Vicki Ferrar via email at Vicki.Ferrar@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 Mineral Resources (CMR) is one of the largest minerals R&D groups in the world, with ~350 employees, and a proud track record of supporting industrial innovation across the minerals value chain.

We apply our expert knowledge and specialised research to deliver technologies and solutions that solve complex and challenging problems faced by minerals companies, METS companies (mining equipment, technology, and services), governments, and other industry stakeholders.

Our R&D is targeted at growing Australia's mineral resource base, increasing the global competitiveness of the Australian minerals industry, and driving social and environmental performance across the global minerals industry.

The BU is currently comprised of six research programs (Discovery, Characterisation, Sustainable Mining Technologies, Hard Rock Mining, Sensing and Sorting, and Mineral Processing), with major facilities in Perth, Brisbane, Melbourne, and Sydney.

CMR’s Mineral Processing Program is one of the largest mineral processing R&D programs in the world, with ~100 employees, and a long and proud history of undertaking world class R&D with a very strong focus on industrial innovation via technological commercialisation.

The Research Group Leader implements the vision and strategy of the Research Program, the key elements for CMR and the Mineral Processing program being - mission focussed (Towards Net Zero Emissions and Critical Minerals), industry impact, economic returns to CSIRO, and fewer/larger projects.

The Research Group Leader role is an important frontline leadership role in CSIRO's Operating Model. The Group Leader is focused on impact, capability science, collaboration, and people leadership, and plays a critical role supporting the Research Director in the management of the Program's portfolio of projects and research staff.

It is expected that Group Leaders will devote significant capacity (60% in the case of the Mineral Processing) to operational and capability management, with the remainder of capacity primarily devoted to business development and larger scale or more complex project/science leadership. The latter is reflective of the expectation that Group Leaders will maintain an active science or engineering career.

This position will provide an exceptional opportunity for a leader with a deep understanding of minerals processing and the minerals industry, its future challenges, and potential solutions. It would suit a creative people leader with an entrepreneurial spirit and a passion for technological innovation, who can pursue new business models (creation of new companies or IP licensing/royalties), while focussed on the ultimate objective of positive industrial impact.

### Duties and Key Result Areas

#### Impact Science and Engineering Leadership

* Deliver impact and value to external customers/stakeholders, with a primary focus on domestic iron ore and metallurgical coal producers.
* Deliver economic returns to CSIRO (via both fee-for-service and IP revenue).
* Identify new strategically aligned opportunities (mission focussed, industry impact, economic returns to CSIRO, and fewer/larger projects).
* Contribute to science impact planning for the Research Program; develop and implement the plans for the Research Group.
* Contribute to and participate in program/project and capability review processes.
* Manage Group projects including planning, prioritisation, review, and delivery.
* Ensure science quality via peer review, and selectively leverage that quality for BD purposes by producing high quality scientific and/or engineering papers suitable for publication in quality journals and presentation at domestic and international conferences.
* Maintain an active individual science career, including delivery to projects and leadership of projects of scale and/or complexity.
* Develop an R&D working environment characterised by science excellence, creativity, innovation, and flexibility.

**Capability Leadership**

* Strive for ‘Zero Harm’ (physical and psychological) and actively promote a healthy, safe, and environmentally sustainable workplace; with a very high focus on the identification and management of risks associated with the operation of pilot-scale equipment.
* Attract, develop, and retain world class talent which will meet current and future needs of the BU, Program and Group.
* Model appropriate and professional behaviour in the workplace and manage people matters proactively.
* Build effective teams and manage career development through effective teams.
* Contribute to capability strategies for the BU and program.
* Manage workforce deployment - including skills utilisation, absences, development etc as Group projects change over time.
* Initiate and lead change initiatives across the Research Group and Program as required.

**Resource Leadership**

* Effectively and prudently manage intellectual property assets created and used.
* Manage finance, people, infrastructure/assets, services, and other resources to ensure their effective and efficient use.
* Work closely with Program Director and Group Leader peers to ensure the program supports annual CMR financial results (by managing the following elements relative to budgets – external revenue, labour expenditure, operating expenditure, and capital expenditure).
* Contribute to long term planning for future BU or program infrastructure/assets.

#### Engagement and Partnerships

* Work collaboratively as part of the Processing Leadership Team and share responsibility for holistic program outcomes.
* Engage deeply and openly with external and internal customers, partners, and other stakeholders to deliver current projects and to identify future potentially high impact collaborative opportunities, consistent with BU and program strategies (most notably with key industry Technical Marketing contacts).
* Convey BU and Program strategy and objectives to internal and external stakeholders.
* Cultivate cross-CSIRO networks to execute CSIRO’s Business Unit strategy.
* Coordinate engagement of Group staff with key stakeholders and clients.
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields.
* Communicate effectively and respectfully in the interests of good business practice, collaboration, and enhancement of CSIRO's reputation.

## **Selection Criteria**

#### Essential

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

1. A relevant degree in Science, Engineering or equivalent (e.g., Process/Chemical Engineering, Chemistry, Metallurgy).
2. A demonstrated commitment to health, safety, and wellbeing of staff, willing to challenge the status quo in pursuit of Zero Harm.
3. Established scientific credentials and reputation in the field of mineral processing, with evidence of effective R&D/innovation leadership or equivalent industry experience, leading to positive impacts.
4. Demonstrated people leadership with ability to attract, retain, empower, and develop professional talent, to promote their wellbeing and safety, and to foster creativity in multidisciplinary groups of up to 50 staff.
5. Demonstrated ability to generate or co-create innovation opportunities, assess competing opportunities, and manage constraints/opportunity costs when deciding to commit resources.
6. Excellent written and oral communication skills, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders.
7. Alignment with CSIRO values (People first, Trusted, Further together, and Making it real)

## **Desirable**

1. A PhD or Masters in a relevant Science or Engineering discipline.
2. Demonstrated entrepreneurial spirit, especially in relation to the management of ambiguous and complex projects, and commercial agreements that reward contribution and risk taking.
3. Excellent mineral industry and innovation ecosystem networks.
4. Experience with establishing and maintaining domestic and international partnerships with industrial and academic institutions.
5. Expertise in the field of the iron and steel value chain.

## **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:** 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

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. Visit [CSIRO Online](http://www.csiro.au/) and [[Mineral Resources](https://www.csiro.au/en/Research/MRF)](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