# Position Details

## Research Management

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| The following information is for applicants | |
| Advertised Job Title | Science Director, National Collections and Marine Infrastructure, CSIRO |
| Job Reference | 80032 |
| Tenure | Specified Term of 3 years  Full-time, flexible hours available |
| Salary Range | $212,658 - $222,032 + up to 15.4% superannuation |
| Location(s) | Canberra (ACT), Hobart (TAS) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Director, National Collections and Marine Infrastructure, CSIRO |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 1 |
| Enquire about this job | Fern Seto (Talent Acquisition): [fern.seto@csiro.au](mailto:fern.seto@csiro.au) or +61 3 9545 2328 |
| 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. |

### Role Overview

The [National Collections and Marine Infrastructure](https://www.csiro.au/en/about/people/business-units/ncmi) (NCMI) Business Unit includes the Marine National Facility (MNF), the National Research Collections Australia (NRCA), the Atlas of Living Australia (ALA), the Engineering and Technology program (E&T), and the Environomics Future Science Platform (FSP).

The Science Director will play a leading role in the provision of scientific vision, leadership and direction to the NCMI Business Unit whilst ensuring CSIRO remains scientifically competitive.

The Science Director works closely with the Director to oversee programs and activities within the Business Unit. The Science Director provides scientific vision and leadership in areas relevant to their expertise and manages key relationships within and beyond CSIRO. The Science Director is a member of the CSIRO Science Council and will deputise for the Director as required.

### Key Result Areas (Accountabilities):

**Impact Science Leadership**

* Develop and promote a strong scientific and innovation culture of excellence and delivery, consistent with CSIRO Values focused on national and international impact.
* Provide high level strategic science leadership to ensure the Business Unit remains globally scientifically competitive;
* Drive effective development, utilisation and delivery of business unit science/engineering 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.
* Member of CSIRO Science Council providing direction and recommendations to the CSIRO Research Office on internal and external competitive schemes and around Future Science Platforms selection criteria and review.

**Functional Leadership**

* Contribute to strategic and operational planning for the NCMI Business Unit and provide leadership in the implementation.
* Develop strategic proposals aligned with the Business Unit’s strategic direction and lead the promotion and facilitation of their implementation.
* Facilitate organisational development by introducing strategies that position the business unit to deal with potential challenges and influences on the operating environment.

**Capability Leadership**

* Building a strong organisational culture through a commitment to health and safety priorities, and diversity and inclusion
* Strive for ‘Zero Harm’ (physical and psychological) through a commitment to a healthy, safe and environmentally sustainable workplace.
* Promote staff skills development to allow novel and innovative ways to deliver both the technical and commercial aspects of the research portfolio.
* Shape science/engineering capability through internal and external collaboration to meet future science opportunities, program goals and impact pathways.
* Support the Business Unit Leadership Team to identify, attract, develop, and retain world class talent.
* Monitor long-term science trends to forecast capability demand.

**Engagement & Partnership**

* In conjunction with the Director, 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 nationally and internationally of CSIRO’s capability.
* Build strategic alliances with industry and the University community to execute CSIRO strategy collaboratively, through communicating with influence and persuasion
* Build relationships that traverse Business Unit boundaries to understand broader Business Unit capability requirements, creating opportunities for cross-business unit collaboration on significant national science initiatives and projects.

**Resource Leadership**

* Develop medium and long-term plans for future science/engineering facilities and infrastructure.
* In conjunction with the Director and Business Unit Leadership Team, develop and monitor risk management and business continuity plans.
* Work with the Business Unit Leadership Team to ensure that capability, resources, and strategic investments are effectively prioritised and deployed to meet current and future requirements.
* Adhere to, promote, and encourage the spirit and practice of CSIRO’s values, health, safety and environment plans and policies, diversity initiatives, and ‘Zero Harm’ goals.
* Manage CSIRO Fellows located within the Business Unit (where appropriate).

### Selection Criteria:

**Essential**

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

1. A PhD (or an equivalent combination of qualifications and research experience) in a relevant science or technology domain (including, but not limited to, environmental sciences, engineering, technology or information science), combined with managerial qualifications or significant relevant scientific leadership experience.
2. Demonstrated leadership of strategy, planning and prioritisation activities in a relevant science environment.
3. Evidence of strong engagement skills and strategic relationship management that grows new science/engineering opportunities, supports excellence, and secures resources for the delivery of research and research infrastructure.
4. Thorough and up-to-date understanding of the national and international innovation system, including knowledge of external industries and R&D markets, trends, decision making and dynamics relevant to the National Collections and Marine Infrastructure Business Unit research portfolio
5. A strong history of establishing and working effectively in high performing teams including a record of inspiring others, actively encouraging new ideas and creating a trusted, inclusive environment.
6. A track record in supporting a senior leader in optimal positioning, organisational alignment and science delivery in the national interest.

**Desirable**

1. Experience in the operation of research facilities and/or successful management of research activities.
2. Demonstrated success working at the interface of discovery science and impact delivery
3. Strong reputation and high level of credibility in a relevant scientific or technical discipline.
4. Demonstrated development and management of large science and technology projects.
5. Broad general knowledge of CSIRO science domains and portfolios

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. To find out more visit us at [CSIRO Online](http://www.csiro.au/)!

Find out more about CSIRO [National Collections and Marine Infrastructure](https://www.csiro.au/en/about/people/business-units/ncmi)

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