# Position Details

## Research Management- CSOF6

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| The following information is for applicants |
| Advertised Job Title | Team Leader – Science and Decision Support |
| Job Reference | 87263 |
| Tenure | Indefinite – Full-time |
| Salary Range | AU$117k - AU$138k per annum, plus up to 15.4% superannuation |
| Location(s) | Canberra, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian or New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Atlas of Living Australia (ALA) Director |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 7 |
| Enquire about this job | Andre Zerger via email ala@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

The **Team Leader – Science and Decision Support** oversees improvements to Atlas of Living Australia (ALA) core systems, ensures delivery of internal and external projects, maximises value returned to users and the ALA, and contributes to the leadership and strategic direction of the ALA. The ALA Science and Decision Support Team has a broad remit that includes developing and maintaining software for research applications, producing robust data workflows and data assets for ALA users, collaborating with external partners, and acting as an interface between the ALA and potential users of the ALA in the research and government sectors.

The ALA is Australia's national biodiversity data infrastructure funded by the National Collaborative Research Infrastructure Strategy (NCRIS) and hosted by CSIRO. The ALA provides biodiversity data and related products and services to over 80,000 users in research, government, industry, and the public. The ALA uses and produces open-source software and tools to aggregate Australian biodiversity data from a variety of providers and make it discoverable and reusable online. Our technology stack is reused in over 25 countries.

### Duties and Key Result Areas

* Lead the development of world-class data and analytic products that meet research and decision-making needs, improving the impact delivered by the ALA.
* Manage a team of data analysts by building a strong sense of common purpose, focused on improving user outcomes.
* Using a broad understanding of the research, identify opportunities and foster collaboration and interactions between scientists and clients, matching needs with research outcomes.
* Using knowledge and understanding of the client’s business, and information gained about their underlying needs, conceive or identify opportunities for new projects consistent with the Business Unit/Sector research directions and resources.
* 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 scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, 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 PhD (or equivalent) in biodiversity science, ideally with managerial experience or qualifications, ***or*** managerial qualifications combined with significant experience and depth of understanding of science from either a research or industry background.
2. Demonstrated experience delivering world-class software and data analytics in open-source languages such as R or Python, to government and research sectors.
3. Experience establishing and leading effective science or technology teams, and a record of strong leadership that has contributed to or defined team direction and strategy.
4. High-level written and oral communication skills, evidenced by advanced reporting, presentation and negotiation abilities.
5. A proven ability to foster effective relationships, using complex influencing strategies to ensure alignment between client or stakeholder needs and organisational objectives.

**Desirable:**

1. Sound understanding of the national research infrastructure landscape including key users and partner research infrastructure.
2. Specific knowledge of the R programming language, including skills in package development, Rmarkdown, and Shiny apps.

## **Required Competencies**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.
* **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

Special 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 [National Research Collections Australia](https://www.csiro.au/en/about/facilities-collections/Collections) 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