# Position Details

## Research Management- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Group Leader – Space Research |
| Job Reference | 83496 |
| Tenure | Specified term of 3 years  Full-time or Part-time (minimum 0.8 FTE) |
| Salary Range | AU$141k - AU$157k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Marsfield (Sydney) NSW or Canberra, ACT  *Other locations may be considered* |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens only |
| Position reports to the | Dr Kimberley Clayfield, Space Research Program Director |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 2-5 |
| Enquire about this job | Contact Kimberley via email at [Kimberley.Clayfield@csiro.au](mailto:Kimberley.Clayfield@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

The Group Leader – Space Research is a newly created leadership role focused on establishing and leading a new portfolio of space research activities, and supporting the CSIRO Space Technology Future Science Platform (Space FSP; <https://research.csiro.au/space/>). The Space Program seeks to achieve impact through novel, multi‐disciplinary and collaborative science and engineering across Business Units in CSIRO and with external collaborators.

CSIRO’s space objectives are to:

1. Develop and manage national space facilities (such as the NovaSAR-1 satellite facility and the ISRU lunar testbed facility)
2. Apply the opportunities of space to solve the greatest national challenges (such as drought, water, climate change, food security, plastic waste, future industries, disasters)
3. Stimulate innovation by strengthening our role and capabilities in space science and space exploration.

The Space Research Group Leader will design, initiate and lead a new portfolio of space research activities, facilitate cross-BU multi-disciplinary collaborative space research activities, and support the development of commercial opportunities, consistent with the vision and direction of the Space Program. This will include:

* The coordination and growth of a portfolio of space activities initiated under the Space Technology Future Science Platform across multiple CSIRO business units, in application areas including small satellite technologies, robotics, remote operations and resource utilisation, communications and signal processing, materials and manufacturing, and space life sciences
* Establishment of new space research capabilities relevant to the Space & Astronomy business unit, including space object tracking, space science and space exploration.

The Space Research Group Leader role is focused on impact, capability science, and people leadership, and supports the Space Program Director in the strategic development and management of the Space Program's portfolio of activities.

The Space Research Group Leader will also support the Space Program Director in managing the coordination of space activities across CSIRO, and will play an instrumental role in delivering CSIRO’s space sector development activities such as the Space 2.0 Workshop series. The Space Research Group Leader will also manage and grow external relationships and opportunities for collaboration, and represent the Space Program in domestic and international forums.

CSIRO Space and Astronomy is committed to providing a safe and inclusive workplace culture and implementing initiatives to improve diversity and equity within our workplace. This role is offered on a full‐time, part‐time (minimum 0.8 FTE) or job share basis (if circumstances permit).

### Duties and Key Result Areas

**Impact Science Leadership**

* Develop and implement science planning for the Space Research Group, including managing multidisciplinary space research projects, partnerships and networks to deliver an integrated mission-directed space research program.
* Identify new opportunities for science delivery, impact and adoption.
* Contribute to science impact planning for the Space Program.
* Contribute to and participate in project and science review processes
* Maintain an active individual science career, including delivery to projects and leadership of projects of scale and/or complexity.
* Provide strategic advice to senior management.
* Undertake reporting necessary to ensure program integrity and support senior decision making, including producing briefs and presentations.

**Capability Leadership**

* Model appropriate and professional behaviour in the workplace and manage people matters proactively.
* Attract, develop and retain world class talent and build effective teams which will meet current and future needs of the Group.

**Resource Leadership**

* Support the Space Program Director in the management of financial resources, people, infrastructure and other assets to ensure their effective and efficient use.
* Monitor financial and project performance of the Research Group as appropriate.

**Engagement and Partnerships**

* Convey Business Unit strategy and Program goals to internal and external stakeholders.
* Cultivate cross-CSIRO networks to support implementation of CSIRO’s Space Plan.
* Coordinate engagement of Research 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.
* Engage with customers/stakeholders/partners and identify opportunities for future collaboration – including with other Programs, Business Units and beyond CSIRO (national and global innovation systems).

**General**

* 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 leader and member of a multi-disciplinary, regionally dispersed research 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 minimum of Masters-level qualifications in a relevant engineering or applied physics discipline, together with research management experience and/or managerial qualifications; or, managerial qualifications combined with significant experience and depth of understanding of space science and technology from either a research or industry background.
2. An established reputation and credibility in space science/technology with evidence of effective science, research and/or innovation leadership, including demonstrated technical expertise in spacecraft or space system design, development or operation.
3. Demonstrated ability to lead and manage one or more projects of scale and/or complexity to deliver high impact research or technical outcomes.
4. Demonstrated team leadership and people management skills.
5. Evidence of strategic engagement and relationship management that grows new science opportunities and/or supports commercial outcomes.
6. Proven strong written communication skills, for example, generating briefs, reports, strategic plans or similar.

## **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

**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.
* Should be willing and eligible to obtain, if required, a security clearance at NV1 level.
* Must be able and willing to travel approximately two‐monthly, within Australia.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Space and Astronomy](https://www.csiro.au/en/about/people/business-units/Space-and-Astronomy) 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