# Position Details

## General Management- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Manager, AusCalVal Facility |
| Job Reference | 84622 |
| Tenure | Specified term ending 30 June, 2025 (Full-time) |
| Salary Range | AU$141k - AU$157k per annum, plus up to 15.4% superannuation |
| Location(s) | Canberra, ACT (preferred) *– 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 | Director, Earth Observation Infrastructure, CSIRO Space & Astronomy |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 3 - 8 |
| Enquire about this job | Alex Held via email: [Alex.Held@csiro.au](mailto:Alex.Held@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 CSIRO **Manager, AusCalVal Facility** is a leadership role in a new program of Earth Observation activities being established to support the implementation of the recently released Australian Government [Earth Observation from Space Roadmap](https://www.industry.gov.au/data-and-publications/earth-observation-from-space-roadmap-2021-2030) (‘EO Roadmap’), including the National Space Mission for Earth Observation (NSMEO).

The **Manager, AusCalVal Facility** leads a team of scientists, engineers and contractors to support CSIRO’s role in the implementation of national satellite calibration and validation infrastructure, as part of the NSMEO. The position is responsible for leadership and management of the AusCalVal Facility including infrastructure planning, budgets and reporting, as well as the maintenance of relevant national scientific cal/val networks and cross-government coordination around cal/val, and tending of key international partnerships.

The NSMEO program will build sovereign space industry capability through the design, construction, launch and ongoing operation of several new Earth Observation satellites. These will be procured by the Australian Space Agency, operated by Geoscience Australia, and CSIRO will support the calibration of the satellites. CSIRO will lead the development and maintenance of a national network of several new ground-based satellite calibration and validation sites across Australia. This infrastructure network will support domestic and international operators to calibrate their satellites and verify the data they collect to ensure its accuracy.

CSIRO is home to extensive Earth Observation (EO) science and research capabilities across the organisation, and operates satellite data analytics platforms, satellite calibration infrastructure and the Australian share of the NovaSAR-1 satellite. CSIRO has established and operated Earth Observation satellite calibration sites across Australia for over 15 years, including for example in Pinnacles in Western Australia and Lucinda in Queensland. CSIRO aims to continue to grow this capability in support of the NSMEO through further development of the AusCalVal Facility. This will be done in close collaboration with participating Commonwealth Agencies and the Earth Observation community and aims to fulfill the vision of the recently published [AusCalVal Report](https://frontiersi.com.au/wp-content/uploads/2021/05/FrontierSI_AusCalVal_27052021_Final.pdf.pdf) that was produced by CSIRO and Australia’s Earth Observation community.

CSIRO Space and Astronomy is committed to providing a safe and inclusive work culture and implementing initiatives to improve diversity and equity within our workplace.

### Duties and Key Result Areas

* Lead the establishment and operation of a new ‘AusCalVal’ national Facility, including relevant internal and government coordination and progress reporting.
* Undertake infrastructure planning, budgeting and reporting.
* Work collaboratively as the leader of a multi-disciplinary team in support of CSIRO’s scientific objectives.
* Maintain strong and effective relationships with colleagues, clients and collaborators, including the tending of key international partnerships.
* Maintain relevant national scientific cal/val networks and cross-government coordination around cal/val.
* Maintain high-level oversight and management of staff and contractors, that conduct relevant planning and siting studies and infrastructure implementation work for AusCalVal.
* Host relevant inter-agency technical and scientific advisory committees to support the implementation of the AusCalVal Facility.
* Adapt quickly to changing technologies to ensure state-of-the-art functionality of the facility.
* Provide the primary point of contact and representation on behalf of CSIRO on matters related to satellite calibration/validation for space and spatial industry, academia, international space agencies, and related community organisations.
* Manage complex interactions with a variety of stakeholders involving the negotiation of multi-party agreements and contracts.
* Develop and promote the benefits of the AusCalVal Facility nationally and internationally.
* Represent CSIRO’s interests at external forums, advocate CSIRO’s position with government and international bodies, and secure network support for CSIRO’s preferred position.
* Promote, influence and 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.
* Attract, develop and support staff from a diverse range of backgrounds.
* Communicate openly, effectively and respectfully with colleagues, stakeholders and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Other duties as directed.

## **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 field such as remote sensing and earth science; combined with managerial qualifications or significant relevant scientific leadership experience.
2. Demonstrated experience in the use and analysis of Earth Observation data and relevant field measurement instrumentation.
3. Demonstrated ability to engage with a broad range of stakeholders and build successful strategic collaborations.
4. Proven experience in strategic planning, organisational alignment, prioritisation and allocation of resources, and change management leadership.
5. Demonstrated ability to attract, empower, develop and retain staff, manage conflict, promote wellbeing and foster creativity in teams.

**Desirable**

1. Practical experience in Earth Observation satellite sensor development and their calibration (pre-launch and post-launch).
2. Experience and participation on international satellite Earth Observation cal/val forums, such as the CEOS Working Group on cal/val.

## **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 organisational interaction across CSIRO.
* **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 and understanding through integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **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:** 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.
* Required to obtain and maintain a Baseline security clearance (or higher as necessary).

## **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/Research/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