# Position Details

## Administrative Services- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Strategy Senior Consultant |
| Job Reference | 85734 |
| Tenure | Specified Term of 36 months  Full-time |
| Salary Range | AU$102,724 to AU$111,165 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Location flexible; Sydney, Brisbane, Canberra, Melbourne, preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Executive Manager, Portfolio |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Natasha Dames via email at natasha.dames@csiro.au or phone +61 2 9490 8570 |
| 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

We are constantly challenging ourselves at CSIRO to extend our distinct ability to deliver impact through at-scale, long term and multidisciplinary research focused on the biggest challenges facing the country. As part of this, we are evolving our approach to portfolio management, including clarifying our impact priorities under the six challenges and how we collaborate across the organisation and with partners to deliver on them. The Strategy Manager position will be a pivotal part of CSIRO’s Strategy team in advancing our challenges program and in particular defining and operationalising a portfolio management approach for our impact priorities.

The Strategy Senior Consultant will require a passionate boundary spanner with the capacity to support cross-functional teams (and external networks) to explore, design, and operationalise impact strategies. The Strategy Senior Consultant will be a pivotal part of CSIRO’s Strategy team in advancing our Challenges program and in particular defining and operationalising a portfolio management approach for our impact priorities.

### Duties and Key Result Areas:

* Developing evidence-based impact strategies in collaboration with the Business Units, including:
  + Gathering, analysing and synthesising internal and external data to determine market trends and organisational capability and needs
  + Conducting workshop and consultations with research scientists across the organisation to identify market opportunities, challenges, and priorities and co-design solutions
  + Actively supporting senior organisational leaders to develop strategic plans that align with organisational goals, policies and procedures
* Developing implementation plans for strategies that ensure they are effectively embedded in organisation policy and practices
* Supporting the co-design of modifications to our strategic planning process to maintain alignment with portfolio management
* Developing high quality presentations and reports, including Executive Team and Board papers, submissions and other written or presentation materials.

## **Required Competencies:**

1. **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.
2. **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.
3. **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.
4. **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
5. **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
6. **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

**Selection Criteria**

#### Essential

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

1. Bachelor’s degree in a relevant discipline with experience across disciplines, preferably in a professional services consulting firm or in corporate strategy
2. Demonstrated ability to provide high-level strategic analysis on complex topics, recognise opportunities and provide clear and concise insights to support strategic decision-making and ensure competitive advantage across a national and global market
3. Exceptional oral and written communication and interpersonal skills, with demonstrated ability to build and manage stakeholder relationships across diverse teams and large organisations
4. Proven ability to adapt to changing contexts and deliver results in an environment of high ambiguity and complexity

**Desirable:**

1. Experience in a top-tier management consulting firm.
2. Experience working with or within a science research agency and/or experience developing strategy and initiating multidisciplinary, cross-business projects in a research environment

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.

Include if relevant:

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people 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. To find out more visit us [online](http://www.csiro.au/)!