# Position Details

## Research Projects – CSOF5/CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Innovation Systems Specialist |
| Job Reference | 91754 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range\* | **CSOF5:** AU$105,806 – AU$114,500 per annum plus up to 15.4% superannuation  **CSOF6:** AU$121,455 – AU$142,321 per annum plus up to 15.4% superannuation  \*Applications are invited and assessed across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience. |
| Location(s) | Canberra ACT (preferred); Brisbane QLD (considered) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader – Catalysing Impact and Innovation, A&F Sustainability |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Jennifer Kelly via email at [Jennifer.Kelly@csiro.au](mailto:Jennifer.Kelly@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 role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work. At senior levels, CSIRO Research Projects staff may be involved in providing consulting services, science and technology management and/or industry liaison.

The Innovation Systems Specialist will support CSIRO’s sustainability and transformation agendas in Australia and overseas. Through practical analyses, co-design and experimentation, the role will build innovation systems capacity to address different challenges and opportunities (e.g., food security, climate action, decarbonisation) and in dynamic contexts. For example, the role will support projects like CSIRO’s ‘Towards Net Zero’ mission and the ‘Aus4Innovation Program’ in Vietnam to build innovation systems capacity at different scales for inclusive and sustainable development of agriculture and food focused regions, value chains and industries. The position will inform both academic agendas and client and partner needs. Strong reflective learning skills, coordination and negotiations will be critical to the role’s success, as well as a sense of creativity, agility and creating practical solutions.

This role will develop, implement and/or manage projects that support agri-food systems capacity development. It will involve analysing innovation systems to identify opportunities and challenges; translate innovation systems research concepts into action; facilitate collaborations and partnerships with different stakeholders and networks; design and implement capacity and capability building activities; and evaluate innovation support interventions.

*Applications are invited and assessed across two capability levels, and the successful candidate will be appointed at the level commensurate with their skills and experience.*

### Duties and Key Result Areas

**Systems analysis and project design**

* Co-create and experiment with novel innovation approaches.
* Incorporate global knowledge and concepts into context-specific activities and pilots with local partners.
* Analyse innovation systems to identify project opportunities and challenges.

**Evaluation and learning**

* Experiment with novel and fit-for-purpose Monitoring Evaluation and Learning (MEL) approaches and evaluation approaches at program and systems levels.
* Develop and advise on program logics and theories of change.
* Design and facilitate workshops and meetings for reflective learning and co-creation of activities.
* Use MEL approaches for reporting on accountability and decision making and for adaptive management of complex systems projects.

**Relationship management**

* Proactively engage with a broad range of internal and external stakeholders, building effective working relationships and networks.
* Broker partnerships or facilitate connections between innovation system stakeholders around shared goals and/or application of research solutions into use.

**Program delivery**

* Contribute to the planning, scheduling and completion of project deliverables, including allocating, directing and monitoring tasks where appropriate.
* Translate research activities, outputs and outcomes into technical reports, scientific publications, practice briefs and/or policy briefs.
* Contribute to reporting, critical reflections and capturing insights for relevant projects.

**Coordination and facilitation**

* Apply or support effective negotiation, brokering and facilitation skills and processes to support cohesive and inclusive project and team environments.
* 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.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Support mentoring of project staff where appropriate.
* Other duties as required.

**At the higher capability level (CSOF6)**, the Innovation Systems Specialist will apply their expertise to **lead** the above-mentioned activities/duties and undertake them with **more autonomy** (i.e. **lead** the project planning, system analysis, evaluation, stakeholder relationship management, program delivery, and project coordination, negotiation, brokering and facilitation processes).

## **Selection Criteria**

#### Essential

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

1. A degree or relevant work experience in innovation systems, monitoring and evaluation, community or development studies, or social science.
2. Demonstrated ability in strategic planning, analysis and/or prioritisation in a collective setting.
3. Working knowledge of systems, analytical and/or learning frameworks.
4. Demonstrated ability to work and/or lead effectively in a diverse team, in tight timeframes and in a dynamic work environment.
5. Demonstrated experience in agile and complex project management, stakeholder engagement and/or knowledge brokering in a research or development context.
6. Advanced communication skills, including facilitation, written and oral communication, relationship building and/or translation of scientific research to non-science audiences.

***To be considered for the higher capability level (CSOF6), you will need:***

1. A degree or relevant work experience in innovation systems, monitoring and evaluation, community or development studies, or social science.
2. Demonstrated ability in co-production of projects and programs in Australian and international settings (particularly Asia-Pacific region).
3. Proven experience and ability to develop and apply relevant knowledge systems, analytical and/or learning frameworks.
4. Demonstrated ability to work and/or lead effectively in a diverse team, in tight timeframes and in a dynamic work environment.
5. Significant demonstrated experience in agile and complex project management, stakeholder engagement and/or knowledge brokering in a research or development context.
6. Advanced communication skills, including facilitation, written and oral communication, relationship building and/or translation of scientific research to non-science audiences.

## **Desirable** (across both capability levels)

1. Demonstrated experience working on inclusive and sustainable development challenges within agri-food systems.
2. Working knowledge of contemporary challenges facing innovation and sustainable development in the Asia-Pacific region (including Australia).

## **Required Competencies**

#### CSOF5 Competencies

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team as well as industry colleagues.
* **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.
* **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:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **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.
* **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.

#### CSOF6 Competencies

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other team 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

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. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO Agriculture and Food](https://www.csiro.au/en/about/people/business-units/agriculture-and-food) 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