# Position Details

## General Management – CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Group Leader – Cotton Breeding & Site Leader – Myall Vale |
| Job Reference | 92093 |
| Tenure | Specified Term of up to 3 years |
| Salary Range | AU$146,207 to AU$161,767 pa (pro-rata for part-time) + up to 15.4% superannuation  *Substantive CSOF8 officers may be appointed to this role at their existing classification level.* |
| Location(s) | Myall Vale, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * All applicants |
| Position reports to the | Research Director - Traits |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | –3 - 5 |
| Enquire about this job | Steve Swain, Research Director – Traits via email at [Steve.Swain@csiro.au](mailto:Steve.Swain@csiro.au) or phone 02 6246 4813 |
| 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 Research Group Leader works closely with the leader of the Cotton Breeding Program to implement the vision and direction of the Program, and contributes to its setting and planning, to deliver outputs, outcomes and impact.

This role is focused on impact, operational efficiencies, health and safety and people leadership; and supports the leader of the Cotton Breeding Program and the Research Director in the management of the Program's people, infrastructure and other assets.

The Group Leader will be expected to devote 40-60% of their time to operational and capability management, while maintaining active involvement in Business Development, project and science leadership typically of larger scale / high impact projects. It is understood that the proportion of time on the various role elements will vary (sometimes significantly) in different domains and sectors, due to the size and composition of the Group. As outlined above, the Group Leader role will focus on the Cotton Breeding Program, but the successful candidate will also contribute to senior leadership at the Myall Vale site for management of research infrastructure, health and safety and a vibrant science and people culture.

The Myall Vale site is managed by NSW DPI and, in addition to the Cotton Breeding Group, also includes both CSIRO and NSW DPI staff working on in-field crop management research including cotton farming systems and pest management. This role also includes leadership interaction with staff from NSW DPI.

Interacting effectively with people across the site, and within and beyond the program, will be essential for maximum impact.

### Duties and Key Result Areas:

**Impact Science Leadership**

* Design, lead and deliver to projects of scale and/or complexity;
* Engage key stakeholders and clients to build support for investment in problem/opportunity;
* Develop an R&D working environment characterised by science excellence, creativity, inclusion, innovation and flexibility;
* Ensure compliance with CSIRO’s Project Management Standard across the Group.

**Capability Leadership**

* Strive for ‘Zero Harm’ (physical and psychological) and actively promote a healthy, safe, and environmentally sustainable workplace.
* Create an environment that enables others to achieve personal and CSIRO goals that align with CSIRO strategy;
* Attract, develop and retain world class talent which will meet current future needs of the Program;
* Communicate openly, effectively and respectfully with all staff, clients and collaborators in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Contribute to the development of the science and capability strategy for the Program, Business Unit and CSIRO;
* Manage project priorities, staff allocation and delivery;
* Lead change initiatives and deliver change messages across the Research Group and the Program.

**Resource Leadership**

* Support the leader of the Cotton Breeding Program and the Research Director in resource management and long-term planning;
* Monitor financial and project performance;
* Comply with best practice governance and management of commercial activities and intellectual property in the Program.

**Engagement and Partnerships**

* Convey Business Unit strategy and Program goals to internal and external stakeholders;
* Cultivate cross-CSIRO networks to execute the Group, Program and Business Unit strategy;
* Co-ordinate engagement of Group staff with key stakeholders and clients;
* Develop and maintain national and/or international collaborations and professional networks.

Other duties as directed.

## **CSIRO Values:**

As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to excellent science, Inclusion, trust & respect, health, safety & environment and deliver on commitments.  In your application and at interview you will need to demonstrate alignment with these behaviours.

CSIRO Agriculture and Food values diverse and inclusive leadership and encourages applications from all staff. The advertising, selection and recruitment of all Group Leader roles will adhere to inclusive practices as described in CSIRO’s Inclusion and Diversity pages.

## **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.

## **Selection Criteria**

#### Essential

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

1. Established reputation and credibility in leading people with evidence of effective research and/or innovation leadership.
2. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing, safety and foster creativity in multidisciplinary teams of up to 60 staff.
3. Demonstrated ability to lead individual and groups of projects of scale and/or complexity and manage financial and project performance.
4. Evidence of strong engagement skills and relationship management that grows new science opportunities and supports commercial outcomes.
5. Must have the ability to be based on site at Myall Vale to perform this position.

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.
* 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 [Agriculture and Food](https://www.csiro.au/en/Research/AF) 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