# Position Details

## Research Management- CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Research Director – Livestock and Aquaculture |
| Job Reference | 94326 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | AU$174k - AU$219k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Negotiable: Hobart, Brisbane or Armidale preferred |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Director, Agriculture and Food |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 4-8 |
| Enquire about this job | Michael Robertson via email at Michael.Robertson@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).

**Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](https://www.csiro.au/en/about/policies/child-safe-policy).

### Role Overview

The Livestock and Aquaculture Program consists of around 120 staff based in Brisbane, Bribie Island, Hobart, Armidale, Townsville and Perth. The program delivers strategic and applied research and development to the salmon, prawn, oyster, abalone and other species in the aquaculture sector; and to the red meat and wool industries in the livestock sector.  There are research field facilities at Bribie Island, Armidale, and Townsville and advanced laboratory facilities in Brisbane and Hobart. Key skills in the program are: genomics and applied breeding, animal nutrition, animal behaviour, digital technologies, modelling, feed base agronomy, animal health, and animal reproduction. External customers include large prawn producers in Asia, feed manufacturers, Australian aquaculture producers, the Fisheries Research and Development Corporation, Meat and Livestock Australia, Australian Wool Innovation,  livestock breed associations, corporate pastoral companies, and digital livestock companies. To find out more please visit these pages: [Livestock Research](https://www.csiro.au/en/research/animals/livestock) and [Aquaculture Research](https://www.csiro.au/en/research/animals/aquaculture) .

The Research Director leads and sets the vision and strategy for the Livestock and Aquaculture Research Program and is responsible for leading a portfolio of multi-disciplinary, collaborative research projects that deliver on the goals of the Agriculture and Food Business Unit.

CSIRO’s mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. The research effort is, therefore, mission-directed and impact-focussed and it is essential that the Research Director has, or can readily develop, strong links with industry partners and relevant government agencies. Experience in building cohesive, dynamic and creative research teams that integrate across disciplinary and organisational boundaries is essential. It should be expected that the portfolio of research will evolve over time based on need, strategy and performance.

The Research Director must be an entrepreneurial and collaborative science leader who has demonstrated commitment to progressing inclusion and promoting diversity. They will form part of the Agriculture and Food Leadership Team and be accountable for the delivery of specific elements of the Business Unit’s overall impact, science and financial objectives as well as the ongoing development of its strategy. The Research Director works as part of the cohesive and collegial Leadership Team to realise the Agriculture and Food Business Unit’s vision and works collaboratively with other Research Directors and researchers across the broader organisation in developing an agenda for tackling the nation’s greatest challenges.

### Duties and Key Result Areas

### Impact Science Leadership

* In consultation with research partners and research users, lead the strategic science and delivery to address national challenges and build capacity to innovate for science discovery;
* Identify new opportunities and markets in Australia and overseas, and engage key stakeholders and clients to build support for investment in opportunities;
* Sustain and enhance the R&D culture of science excellence, creativity, innovation and flexibility;
* Integrate science with project and impact delivery through an effective “Path to Impact” framework;
* Identify opportunities for science to contribute to overcoming stakeholder adoption challenges;
* Catalyse innovation – form/support science networks, review and sponsor exploratory and capability development projects;
* Build a pipeline of contracts (3‐5 year focus) including identification of cross-Business Unit opportunities and manage the Program’s portfolio of Intellectual Property;
* Guide the set of projects needed to deliver against Agriculture & Food’s strategy.

### Capability Leadership

* Communicate the Program vision to inspire staff and sustain and nurture awareness of Agriculture and Food’s science quality and impact in the broader Australian community;
* Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace, in doing so model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Attract, develop and retain world class talent which meet current and future needs - in the short and longer term;
* Support the Research Group and Team Leaders to build effective teams and groups, manage career development for staff and succession planning;
* Build the long‐term science capability to support the delivery of the Program’s research and impact, including forecasting demand, monitoring science trends and stakeholder needs, and building a high-performance culture;
* Effectively lead change initiatives across the Program and the Business Unit.

### Engagement & Partnership

* In consultation with research partners and end users, develop a roadmap for a deeper and more effective national partnership across industry environment issues;
* Build strategic relationships within the organisation to execute CSIRO’s strategy and Agriculture and Food’s strategy, including fostering mobility and cross‐Business Unit deployment of staff, and developing productive relationships.
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields and industry challenges.
* Communicate Agriculture and Food strategy and Program goals to internal and external stakeholders;
* Effective engagement with customers/clients/partners and identifies opportunities for future collaboration within and beyond CSIRO.

### Resource Leadership

* Lead and manage the Program’s financial resources, people, infrastructure and other assets to ensure their effective, sustainable and efficient use;
* Ensure best practice governance and management of commercial activities and intellectual property in the Program.
* Manage delivery against milestones and appropriate quality standards;
* Promote high standards of project management in the Program;
* Contribute to the development of science plans for future infrastructure.

## **Selection Criteria**

### Essential Criteria

1. A doctorate and/or equivalent research and/or industry experience in agricultural sciences, biotechnology, digital sciences applied to agriculture, or a closely related field.
2. Evidence of an ability to strategically develop programs and opportunities that respond to national and global research challenges relevant to the Australian livestock and aquaculture industries.
3. Proven ability to develop research priorities within the context of industry
4. Evidence of successful development and leadership of a pipeline and portfolio of science, research and innovation on a national and international scale.
5. Evidence of strong industry and/or government engagement and strategic relationship management that grows new impact opportunities and supports positive and sustainable commercial outcomes.
6. Proven ability to work effectively as an integral member and leader of a multi-disciplinary, regionally dispersed research team, and foster an environment in which there is a high level of co-operation within and between teams.
7. Demonstrated ability to establish productive teams, manage performance, undertake strategic planning and financial management, operationalise the strategic vision for staff, and gain commitment to the direction chosen.

### Desirable Criteria

1. An exceptional record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations of significant consequence.
2. Track record of professional engagement with diverse media channels around potentially controversial or sensitive topics of public interest.

## **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:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **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

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

Include if relevant:

* The successful candidate will undertake a pre-employment background check. 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