



Australia's National  
Science Agency

# Deputy Director Science, Agriculture and Food

## Information for applicants

### **Acknowledgement of Country**

In the spirit of reconciliation, CSIRO acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today. View our [vision towards reconciliation](#)

### **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](#).

# About CSIRO (Commonwealth Scientific and Industrial Research Organisation)

We are Australia's National Science Agency, solving the greatest challenges through innovative science and technology. [csiro.au](https://www.csiro.au).

CSIRO is one of the world's largest and most multidisciplinary mission-driven research organisations, creating a better future for Australia.

We are:

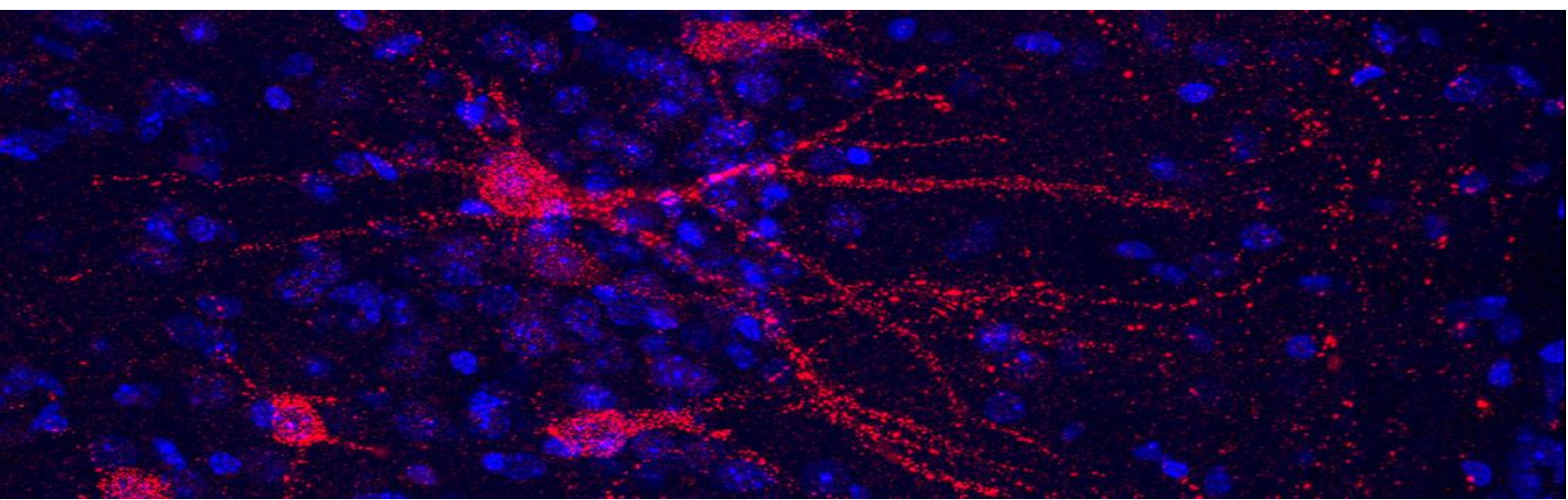
- a statutory corporation within the Australian Government's Industry, Science and Resources (DISR) portfolio.
- established and operate under the *Science and Industry Research Act 1949* (Cth) (SIR Act).
- a corporate Commonwealth entity for the purposes of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act).
- align with the DISR portfolio Budget Statement outcome statement, and give effect to our Ministerial Statement of Expectations, to deliver value to Australia.

In 2022 and 2024, we were named the "Most Trusted Government Services Brand" in Roy Morgan's Trusted Brand Awards. We are also a highly connected innovator, working with universities, governments, Australian businesses of all sizes across all major industries and communities around the country.

With more than 6,000 staff, we deliver around \$10.2 billion of annual benefit to the nation through our research, advancing Australia's national prosperity, as well as creating environmental and social benefit.

[CSIRO's Corporate Plan 2023-24](#) Corporate Plan 2023-24 - CSIRO

*The Corporate Plan is our key strategic planning document that demonstrates how we will deliver on our purpose over the next four years. It outlines our strategic initiatives that will enable our commitment to science excellence and reflects our passion for solving the greatest challenges to make life better for all Australians.*



# About CSIRO's Agriculture and Food Research Unit

*We're solving the greatest challenges through innovative science and technology to build a profitable, productive, trusted and sustainable agrifood sector for the future.*

Agriculture and Food (A&F) is one of CSIRO's largest research units, employing approximately 680 full time equivalent (FTE) staff, and when combined with visiting scientists, students, trainees and honorary (retired) fellows, is responsible for 860 people and an annual budget of over \$240m.

We apply world class multidisciplinary science, technology and facilities, relevant IP and global networks across the value chain to create healthier, trusted, safer and more sustainable food and fibre for the future.

Our research from gene to plate increases productivity and efficiencies at the farm level, improves the quality and yield of Australian crops, develops innovative food processing technologies, creates new value-added foods, and is growing the nation's livestock and aquaculture industries. Our research also spans agrifood value chains and addresses the future sustainable use of agricultural landscapes.

We have a diverse range of people and partnerships that span Australia and 25 countries, fostering a shared vision to create measurable economic, environmental and social impact.

Our goal is to solve the greatest challenges through innovative science and technology to build a profitable, productive, trusted and sustainable agrifood sector for the future. Our research is built on a legacy of over 100 years working hand-in-hand with partners to find solutions and commercialise research to create real-world impact.

Our research and impact spans the food and fibre value chain.

- Our livestock feed made from seaweed, FutureFeed has been shown to reduce methane emissions in beef and dairy cattle by more than 80 per cent.
- Our crop breeding work helps Australian farmers stay one step ahead of diseases such as cereal rusts and remain profitable in a changing climate. 100% of Australian cotton is grown from CSIRO-bred varieties, which have reduced pesticide use by up to 85% and herbicide use by about 52%.
- Our world-leading food scientists helped Australian start-up v2food develop a plant-based solution for the booming alternative protein market.
- We're helping to grow Australia's aquaculture sector, providing specialist R&D in salmon breeding, prawn production and investigating a new white-flesh fish industry.
- Our digital tools, such as WaterWise and FarmPrint are helping farmers minimise risk and make informed decisions to maximise productivity and profitability.

- Our research into dual purpose canola systems has already generated an estimated \$1 billion value to farmers in southern Australia.
- We are working with industry and government to develop a sustainable aviation fuel industry for Australia.
- Together with international development partners we are strengthening innovation systems for economic, social and environmental benefit in smallholder farming systems.

CSIRO Agriculture and Food is Australia's most significant science investment for its key primary production activities including cropping, meat and livestock, aquaculture, horticulture, food safety and processing, and value-adding. These industries underpin >\$80B of food and fibre production, \$97B of domestic food and beverage processing, and >\$40B of agricultural exports per annum in Australia while providing stewardship for at least 60 per cent of the Australian landscape.

Our growing global population requires a 70 per cent increase in food supply in the coming 30 years, which needs to be achieved with a sustainable natural resource base. Our research improves the productivity, profitability and sustainability of Australia's agricultural and food sectors, and we deliver transformative technologies, management and knowledge systems to stabilise food security and primary production systems in our region and globally.

CSIRO Agriculture and Food operates nationally and internationally, focussing on solutions to long-term and complex problems, at scale and over sustained timeframes, and is the hub for Australia's food and agricultural science and innovation system. Using multi-disciplinary approaches, and together with our partners, we are world leaders in food and agricultural innovation.

Agriculture & Food's purpose is to help deliver to key innovation challenges and has five research programs to achieve this:

- **Crops** - Increasing the productivity and value of major Australian food, fibre and beverage crops through the application of modern pre-breeding and breeding technologies.
- **Livestock and Aquaculture** - Delivering genetic and animal management technologies to transform the breeding, health, monitoring, welfare, nutrition, production and sustainability of the livestock and aquaculture sectors.
- **Systems** - Providing innovative farming systems that improve agricultural productivity and resilience under economic and environmental variability.
- **Sustainability** - Delivering pathways and technology for sustainable and inclusive agri-food and fibre systems.
- **Food** - Science that underpins the development and delivery of healthy, safe and sustainable foods, food ingredients and beverages.

Within the Agriculture and Food Research Unit, we have 680 FTE staff working at 25 locations across Australia.

These locations range in size from major sites in Canberra and Brisbane, to intermediate-sized sites in Adelaide, Perth, Armidale and Narrabri in NSW, and Werribee in Victoria, to many other smaller locations including Hobart and Darwin.

Our field sites include Narrabri where we work on cotton, Armidale and Townsville on livestock, and Bribie Island in Qld and Berry Springs in NT on aquaculture.

Our state-of-the-art field sites at Boorowa in NSW and Forest Hill in Queensland showcase how we are harnessing the digital revolution and adopting next-generation decision making solutions.

A&F also operates national facilities such as major food processing pilot plants at Werribee near Melbourne and Coopers Plains in Brisbane where CSIRO staff, industry and other research organisations can access large scale, novel food processing facilities.

Find out more about the Agriculture and Food Research Unit here: [CSIRO Agriculture and Food](#)

## About the Deputy Director Science, Agriculture and Food

### Role Summary

<b>Tenure</b>	Specified Term 3 years, Full-time
<b>Salary Range</b>	Attractive salary package + 15.4% superannuation
<b>Location</b>	Preference for Canberra, Brisbane or Adelaide. Other cities negotiable.  (And with a willingness and ability to travel interstate and internationally as required).
<b>Relocation Assistance</b>	Will be provided to the successful candidate if required.
<b>Applications are open to</b>	Australian Citizens, New Zealand Citizens and Australian Permanent Residents only.
<b>Position reports to the</b>	Director, Agriculture and Food

# Role Overview

The Deputy Director Science is one of two Deputy Directors reporting to and working closely with the Agriculture and Food Director. The two Deputy Directors (Deputy Director Science and Deputy Director Food) play a leading role in the provision of scientific vision, leadership and direction to the A&F Research Unit, ensuring CSIRO remains scientifically impactful and competitive. The Deputy Director Science is a member of CSIRO's Science Council (along with the other Science Directors across CSIRO) and will deputise for the Director A&F as required.

The Deputy Director Science, will lead the development and implementation of a strategic capability plan for people and scientific infrastructure, ensuring appropriate evolution and matching of Research Unit capability within A&F and with CSIRO's other strategic science directors. They will therefore need to work closely with the A&F Research Directors and with CSIRO's other Deputy / Science Directors, to ensure appropriate capability is developed and maintained across CSIRO's portfolio of Research Units to effectively execute CSIRO's strategy.

The Deputy Director Science will also be responsible for developing a pipeline of scientific talent, leading the internal science investment process and coordinating the A&F culture initiative for the Research Unit.

In collaboration with the Deputy Director Food, the Deputy Director Science will share responsibility for the A&F sites and infrastructure and the establishment and management of key scientific relationships and alliances with the Research Unit's partners, across government, industry, science, academia, domestically and internationally, to ensure optimal competitive positioning, organisational alignment, and scientific delivery in the national interest.

To be considered for this exciting leadership role, CSIRO and the Director Agriculture and Food are seeking a pragmatic, inspirational and engaging leader with the experience and the confidence to provide organisational wide strategic leadership. With a specialisation in agriculture and / or food and with a deep knowledge across the breadth of science, you will effectively contribute at Science Council, providing sound recommendations that contribute to CSIRO's investment in science. Concurrently, you will display an inherent strategically focussed business mindset that is attuned to organisational needs and that drives sustainability for CSIRO.

To ensure that productive relationships are established and maintained with relevant internal and external stakeholders, you will need to bring exceptional interpersonal, influencing and communication skills and the ability and confidence to lead discussions on behalf of CSIRO.

You bring demonstrated people leadership capabilities with high moral values around culture and a proven ability to empower, to innovate and to facilitate positive and collaborative team relationships within a multi-disciplinary and geographically dispersed workforce.



# Duties and Key Result Areas

## Impact Science Leadership

- Provide high level strategic science leadership to ensure Agriculture & Food remains globally scientifically competitive.
- Develop and promote a strong scientific culture of excellence focused on national and international impact.
- Drive effective development, utilisation and delivery of Agriculture & Food research capability in accordance with research and investment priorities (and arbitrate where necessary).
- Develop new science platforms/ideas and be accountable for their performance and translation into impact science areas.
- Be an active member of CSIRO Science Council providing direction and recommendations on CSIRO's investment in science and scientific equipment and infrastructure.

## Capability Leadership

- Create and sustain an aligned culture of innovation, agility, collaboration, accountability and excellence, underpinned by the CSIRO Values and a commitment to employee health, safety and well-being.
- Lead and champion change initiatives effectively, as required.
- Strive for "Zero (physical and psychological) Harm" and actively promote a healthy, safe and environmentally sustainable workplace.
- Model appropriate and professional behaviour in the workplace and manage people matters proactively.
- Shape science capability internally and externally through partnerships and collaborations to meet future science opportunities, program goals and impact pathways.
- Support the Agriculture and Food Leadership Team to identify, attract, develop and retain talent to meet current and future needs.
- Undertake leadership development and succession planning for Research Directors and key science leaders, to build the science leadership pipeline.
- Monitor long-term science trends to forecast capability demand.
- Champion diversity in its broadest sense and develop initiatives to grow and support diversity across A&F and CSIRO as a driver for excellence and impact.

## Engagement and Partnerships

- Develop programs and initiatives to improve how the A&F team engages and partners with key stakeholders.
- Build deep and trusted relationships with relevant internal and external stakeholders.
- Manage external scientific relationships with partners to advance CSIRO's interests, science delivery, and impact and to achieve strategic science goals.
- Provide high-level scientific representation of CSIRO's capability nationally and internationally.
- Build strategic alliances with industry and the university community to collaboratively execute CSIRO's strategy.

- Lead Agriculture & Food engagement in and development of national initiatives and precincts.
- Build relationships that traverse Research Unit boundaries to understand broader Research Unit capability requirements.
- Lead external and internal Agriculture & Food reviews.
- Lead Agriculture & Food review process and selection of proposals for internal CSIRO competitive funding schemes.

### Resource Leadership

- Develop medium and long-term plans for future science infrastructure.
- Work with the Agriculture & Food Leadership Team to ensure that capability, resources, and strategic investments are effectively prioritised and deployed to meet current and future requirements.

## Required Competencies for CSIRO Leaders

- **Teamwork and Collaboration:** Creates and fosters a high-performing environment of cooperation and collaboration across business units and teams. Facilitate positive team relationships to build interactions across Business Units and the broader organisation.
- **Influence and Communication:** Communicates clearly and influences effectively, particularly when building behind the scenes support and the tactical use of information to gain support to deliver programs that meet business objectives.
- **Resource Management/Leadership:** Defines and contributes to Business Unit / Sector / 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 technical, commercial or management problems which have a significant impact upon the field of research, professional function, the Business Unit or the organisation. Often where situations faced have little or no precedent and require original concepts and approaches.
- **Independence:** Invests 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 accountability for the outcomes of decisions or 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 Pre-requisites

- **Education/qualifications:**
  - A post graduate degree in science, agriculture and / or food (or a related discipline) from an Australian tertiary institution (or a comparable overseas qualification) is expected.
- **Scientific Leadership:**
  - An established reputation in applied research and development in the agriculture and/or food sectors.
  - Evidence of successful leadership of platform, discovery and impact science at the scale of CSIRO Agriculture & Food.
  - Demonstrated ability to develop and execute a strategic vision and plan that supports the Agriculture and Food (and the organisation)'s goals and sustainability.
  - A record of strong leadership with significant experience leading large multi-disciplinary and multi-site teams through an inspiring, empowering and collaborative approach.
  - Demonstrated ability to attract, retain, empower and develop talent and to promote wellbeing while fostering cross organisational capability.
  - A track record in supporting a senior leader in optimal positioning, organisational alignment and science delivery in the national interest.
  - Demonstrated track record in planning for science infrastructure to meet short- and long-term needs.
  - Behaviours are exemplary, and actively promote cross Research Unit collaboration and corporate initiatives.
- **Stakeholder Management:**
  - Highly developed written and oral communication skills across a variety of media and audiences; demonstrated experience communicating in a highly technical and/or scientific environment.
  - Demonstrated experience in building and maintaining strong professional and collaborative working relationships across various disciplines at all levels, both within the organisation and externally.
  - Experience engaging with either (or all): government, industry, science and academia both domestically and internationally.
  - Evidence of strong engagement skills and strategic relationship management that grows new science opportunities and supports commercial outcomes.
  - Experience developing and maintaining strong working relationships and providing measured and commercial advice while establishing yourself as a trusted advisor.
- **Change Management:**
  - Demonstrated experience leading transformational change with proven outcomes.
  - Ability to foster a culture of innovation and continuous improvement.

- Professional ethics:
  - Exemplary professional ethics and conduct, including professional and respectful workplace behaviour.
- Travel:
  - The willingness and ability to travel interstate and internationally, as required, noting that CSIRO works hard to accommodate personal arrangements.

#### Desirable Pre-requisites

- Demonstrated experience working in a highly regulated sector / industry.

## Special and Essential Requirements

The successful candidate will be required to undertake a **National Police Clearance** or equivalent. There may also be other potential background checks required.

Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## Flexible Working Arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. *Work life balance.*

## Diversity and Inclusion

We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish.

We are committed to the safety and wellbeing of all children and young people.

## Eligibility

This position is open to **Australian Citizens, New Zealand Citizens and Australian Permanent Residents only.**

## To Apply

As part of the application process, we ask that candidates provide the following:

- **Curriculum Vitae** – outlining relevant aligning career experience and key achievements.
- **Cover Letter or Executive Summary** – outlining the motivation for applying and a high-level snapshot of relevant aligning capabilities and experience. This document should not be longer than two pages.

**Please note that applications close at 11:59pm on Sunday 19<sup>th</sup> January 2025  
Australian Eastern Daylight Time.**

**For any questions not answered in this document, please feel free to contact:**

Melanie Pecanek  
Executive Talent Acquisition Business Partner  
melanie.pecanek@csiro.au

**As Australia's national science agency and innovation catalyst, CSIRO is solving  
the greatest challenges through innovative science and technology.**

CSIRO. Unlocking a better future for everyone.

**Contact us:**

1300 363 400  
+61 3 9545 2176  
csiro.au/contact  
csiro.au

