# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants |
| Advertised Job Title | CBIS Senior Project Manager – Capital Works |
| Job Reference | 93088 |
| Tenure | Specified Term of 24 months, Full-time. |
| Salary Range | AU$121,455 to AU$142,321 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Clayton preferred, with other locations negotiable.  |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Executive Manager, Implementation |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Emma Moysey via email at emma.moysey@csiro.au or via phone at 03 9545 2236 |
| 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 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

CSIRO has a complex property portfolio of owned and leased facilities that comprises over 1,000 buildings spread across more than 50 locations within Australia. These scientific and research facilities are diverse both in location and type. CSIRO Business & Infrastructure Services (CBIS) is chartered with managing the services, maintenance, and operation of all CSIRO’s scientific and research facilities. CBIS delivers strategic, estate management and capital works functions through its regional and state property management teams supported by its capital works team. CBIS’s strategy and operational activities align with CSIRO’s strategic direction and scientific activities.

As the CBIS Senior Project Manager, you will manage the planning and delivery of multiple capital works projects including the application of change management principles. Current projects range in value from $2 million - $70 million, and future projects may be of greater value. In delivering these projects, you will operate within the project governance structure. You will be directly accountable for ensuring the project adheres to time, cost and quality requirements and for providing high quality, strategic advice; often in connection with technically challenging issues.

The Senior Project Manager will be supported in the planning and delivery of capital works projects by a project manager and the capital works project management office (PMO).

These projects are undertaken in a complex environment, with a focus on whole of life capital and operating costs. The role requires the participation in various project activities, including working closely across key stakeholder and contractor groups, in a rapidly changing environment to deliver leading edge project outcomes.

You will have demonstrated ability to establish and maintain relationships with senior and key stakeholders across CSIRO, industry, Government, and the community. You will have a broad knowledge of Government policy and extensive experience in managing capital works projects.

To be successful in this position, you will need to keep abreast of relevant issues and developments and draw on CSIRO internal and external expertise to provide timely, accurate, specialist advice within the Project. Your recommendations will often impact strategic decision making.

The Senior Project Manager will be required to undertake domestic travel periodically.

### Duties and Key Result Areas

* Lead the delivery of capital works projects, integrating the strategic needs of sound asset management principles and science objectives to deliver a value driven whole of facility life outcome.
* Lead the successful delivery of concurrent project activities with a focus on whole of life, client engagement, consultation and change management.
* Develop and manage end-to-end project delivery ensuring the project delivers on time, on budget, with compliant and fit-for-purpose facilities.
* Establish and manage a project team, taking responsibility for effective team performance by utilising strong relationship, collaboration and influencing skills.
* Establish and maintain collaborative and proactive working relationships with the CSIRO executive, broader CSIRO team and key stakeholders, and develop strategies and implement best practice methods to deliver high quality outcomes.
* Oversee and report on project performance to ensure that solutions provided continue to meet the needs of stakeholders, are cost effective and sustainable, appropriately recognise and address risks, and are aligned with project objectives.
* Provide leadership, motivation, and guidance to team members, establishing a strong team culture based on performance, development, and a demonstrated commitment to displaying the highest standards of ethical behaviour and integrity in alignment with the principles of CSIRO Values.
* Develop and maintain networks and engage with Government and non-Government stakeholders, to enhance project outcomes.
* Anticipate and manage significant risks and issues, often in ambiguous situations, by evaluating and interpreting complex information and developing creative solutions and contingencies.
* 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.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Tertiary qualifications or significant experience in a relevant discipline area, such as project management, architecture, engineering, planning, construction, property, or related areas.
2. Demonstrated, extensive experience in project management of complex and/or highly technical capital works projects.
3. Well-developed understanding of project management methodologies, contract management, health and safety legislation, and Commonwealth procurement requirements including how these functions integrate with capital works activities in a Commonwealth environment.
4. Proven ability to think and act strategically, identify, and manage risks, and identify and evaluate opportunities that optimise project outcomes in line with CSIRO’s strategic direction.
5. Demonstrated ability to lead, coordinate and manage a multi-disciplinary team comprised of internal and external project management and consultant personnel, to achieve project outcomes.
6. An understanding of Government processes in particular planning systems and controls, project planning and delivery.

**Desirable**

1. Experience delivering capital works involving laboratories, biocontainment facilities and/or in an operational environment; and
2. AIPM or PMI accreditation and Prince 2 or equivalent project management experience.

## **Required Competencies**

* **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.
* **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, 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:** 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 is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

* 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.
* The successful candidate will be required to undertake domestic travel periodically.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) 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