# Position Details

## Research Consulting – CSOF8

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| The following information is for applicants | |
| Advertised Job Title | Power Systems Director – Grids & Renewable Energy Integration |
| Job Reference | 92123 |
| Tenure | Specified Term of 3 years  Full-time. We work flexibly at CSIRO, offering a range of options for how, when, and where you work. |
| Salary Range | AU $146k to AU $174k pa plus up to 15.4% superannuation |
| Location(s) | Newcastle, NSW preferred. Melbourne, Brisbane, Perth or other sites with an Energy team presence may be considered. |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates (visa sponsorship may be provided to the successful candidate if required) |
| Position reports to the | Research Program Director – Energy Systems |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Chris Knight via Chris.Knight@csiro.au or phone +61 2 4960 6049 |
| 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

At CSIRO, we know diverse teams are more effective and deliver more innovative outcomes for science. We are working hard to recruit people representing the diversity across our society and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity and expression, sexual orientation, national origin, disability, age, or veteran status. We work flexibly at CSIRO, offering a range of options for how, when, and where you work.

Electricity supply underpins the nation’s modern economy, lifestyle and future prosperity. However, our established electricity systems are now facing complex and unprecedented challenges, resulting from new technologies, market structures, actors, and business models. The future is likely to look vastly different from today and the transformation of these critical systems continues to gain momentum.

This role will lead CSIRO’s multi-disciplinary research team that is providing solutions to the challenges facing the changing electricity sector. This work ranges from modelling and analysis of regulatory frameworks, to development of new grid-side technologies, to social science aimed at understanding consumer drivers and behaviour. The role will include setting CSIRO’s research agenda in electricity grids and renewable energy integration, leading major deployment programs with industry partners, securing commercial revenue from CSIRO’s research efforts, and working with multiple industry stakeholders to secure agreement on the industry’s future.

CSIRO’s whole-of-system approach to applied research, development and demonstration will be critical to ensure that Australia’s electricity transformation delivers both: (i) the greatest customer and societal value; and (ii) maximum electricity system resilience for the long-term future.

Working with industry and government, this role is an opportunity to help transform an entire industry, driving once-in-a-generation change, and guiding billions of dollars of investment.

This is an exciting and unique opportunity to head the development and growth of CSIRO’s electricity grids and renewable energy integration applied research and commercialisation activities in Australia and internationally. The position is responsible for research leadership and execution, industry partnerships, delivery of major projects and securing commercial revenue from CSIRO’s research.

We seek an enthusiastic leader who is highly effective in working across multiple science disciplines and diverse stakeholders, up to and including ministerial and chief executive levels. With significant electricity or renewable energy industry experience, they will have a clear vision on the future of the industry, and the steps needed to get there. Demonstrating a highly credible, engaging and evidence-based approach that secures respect and influence, the successful candidate will continue to position CSIRO as the research and transformation partner of choice to Australia’s electricity industry, regulators and related government and funding agencies.

Displaying a consistent passion for results, the successful candidate will lead research and commercial projects addressing some of the most significant challenges confronting global electricity systems over the next several decades. This work will include technical development, economic modelling, engineering studies, and social science research.

This role is for a thought-leader in the industry, a person capable of bringing disparate groups together towards a common vision, understanding the challenges to realising that vision, and then implementing the research and development needed to solve these in a commercial environment.

The Domain Leader – Grids & Renewable Energy Integration will be employed by the CSIRO Energy business unit and will report directly to the Program Director.

### Duties and Key Result Areas

**Research Leadership**

* Provide influence and leadership to Australia’s electricity sector, with a clear vision on the changes needed, the benefits to society, and the challenges that need to be addressed.
* Lead the development and execution of a commercially valuable program of research and development that addresses key needs and opportunities amidst the transformation in Australia’s electricity sector.
* Lead the formation of a dynamic, entrepreneurial culture for energy research that places the customer first and champions sector-wide collaboration and commercialisation.
* Translate strategic plans into operational reality using high-performance planning and resource management approaches and internal accountability systems.

**High-impact Science & Partnering Strategy**

* Working with industry, ascertain the key technical, regulatory and customer requirements behind the vision for an affordable, reliable, and low-emissions electricity industry. Distil these into packages of work and key steps for research providers, industry partners and broader stakeholders.
* Expand and deepen strategic relationships with key external stakeholders including government, universities, electricity utilities, regulators and technology providers.
* Persuasively communicate the transformational challenges facing the sector to a range of stakeholders, from senior decision makers to general consumers.

**Commercial Accountability**

* Develop a pipeline of major collaborative projects delivering significant revenue to the Domain. Identify opportunities for research and development projects with leading energy enterprises and agencies that clearly connect proposed solutions to business needs and value.
* Assist in the commercialisation of CSIRO intellectual property and innovations in national and global markets.
* Manage costs and revenue to deliver to agreed bottom-line targets.
* Oversee major projects and ensure they are delivered in a manner that meets or exceeds quality, cost and schedule expectations.

*CSIRO requires National Police Checks to be provided by preferred applicants for all new positions. Where matters are disclosed in a National Police Check, only those that are relevant to the position and the ability of the applicant to perform the role will be taken into account.*

## **Selection Criteria**

#### Essential

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

1. Qualifications in Business, Engineering or Economics; or significant experience and depth of understanding of applied research, innovation and commercialisation from either a research or industry background.
2. Extensive knowledge of, and network of contacts within, electricity industry organisations such as electricity utilities, regulators, government policy units, or relevant technology providers.
3. The performance of a senior strategic thinker – the demonstrated ability to develop a compelling strategic vision and lead its delivery.
4. Proven ability to engage senior decision makers, present complex proposals in a cogent and persuasive manner and gain support and funding for mutually beneficial initiatives.
5. Demonstrated track record of achieving or exceeding financial targets through business development and internal project management.
6. Ability to assemble large multi-disciplinary teams with multiple stakeholders

## **Desirable**

1. Knowledge, or engagement with major national and international programs including the Australian Renewable Energy Agency (ARENA), RACE for 2030, and the Global Power Systems Transformation (GPST) programs.
2. National and international recognition as a respected leader in electricity system scenario planning, technologies and/or economics.
3. Experience in the management and commercialization of intellectual property.
4. Experience working with research institutions and government funding agencies.

## **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:** 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:** 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 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 individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## **About CSIRO**

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