



Australia's National
Science Agency

Executive Director, Future Industries

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**.

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

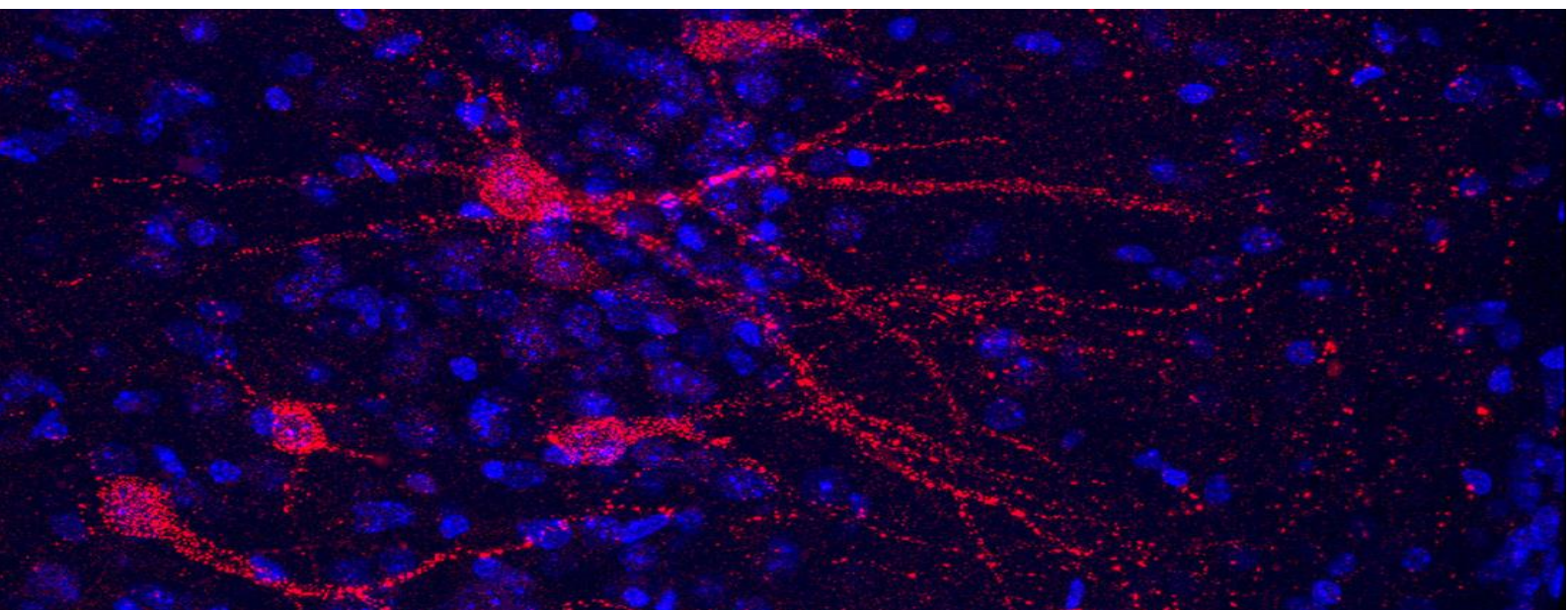
We are:

- 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, we were named the 'most trusted' Government Service 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.

To find out more information about our purpose, vision, values and the challenges we are solving, please follow this link to our annual report: https://www.csiro.au/-/media/About/AnnualReport/Images/2022-2023/23-00392_CA_AnnualReport2022-23_WEB.pdf



About Future Industries

The Future Industries team is one of three research 'sector' groups within CSIRO. It comprises an exciting portfolio that includes the Agriculture and Food, Health and Biosecurity, Manufacturing, Australian Animal Health Laboratory, and Science Connect Research Units as well as the Australian Centre for Disease Preparedness (ACDP), a critical piece of national scientific infrastructure. The group is made up of approximately 2000 research scientists, engineers, technicians, and other research and innovation services related staff across multiple CSIRO locations throughout Australia who deliver cutting-edge science and research solutions. The annual operating budget for Future Industries is approximately \$430 million.

Agriculture and Food

CSIRO Agriculture and Food is the catalyst for transforming productivity, profitability and sustainability in Australia's food and fibre industries and a science leader addressing the global response to food and nutritional security for the world's growing population.

Australian Animal Health Laboratory

Our team conducts research in animal diseases and biosecurity to help protect Australia's multi-billion-dollar livestock and aquaculture industries, and the general public, from emerging infectious disease threats.

Health and Biosecurity

Our research programs focus on health and biosecurity preparedness and responsiveness, digital health, and health and wellbeing.

Manufacturing

Our research is based on multi-disciplinary scientific and engineering capabilities and uses world-class infrastructure. We partner with industry to develop innovative products and processes that allow Australian manufacturers to be globally competitive and environmentally sustainable.

Science Connect

Science Connect comprises five specialist units (CSIRO Futures; CSIRO Publishing; CSIRO Education and Outreach; Infrastructure Technologies; SME Connect) that deliver products and services that help businesses, industry, government and communities to capture value from CSIRO's science, technology and research.

Australian Centre for Disease Preparedness (ACDP) – the facility

ACDP is our national biocontainment research facility, and a vital part of Australia's biosecurity infrastructure. It is a critical part of national infrastructure and houses Australia's (and the southern hemisphere's) largest and highest level of biocontainment (PC4/BSL-4) laboratories within a purpose-built biosecurity facility in Geelong, Victoria.

About the Role: Executive Director, Future Industries

Tenure	Specified Term – 5 years, Full-time
Salary Range	Attractive salary package negotiable for the right candidate + 15.4% superannuation.
Location	One of CSIRO’s major capital city sites.
Travel	Interstate travel is required on a regular basis and international travel is required occasionally.
Relocation Assistance	Will be provided to the successful candidate if required.
Applications are open to	Any candidates who can meet the selection criteria. Note: the successful candidate will need to be able to undertake and meet the requirements for an Australian Government Negative Vetting Level One Security Clearance.
Position reports to the	Chief Executive

Role Overview

At CSIRO, we deliver transformative, positive impacts through science and technology. The Executive Director Future Industries will lead a team to deliver impactful commercial research outcomes.

As a member of CSIRO’s Executive Team, the Executive Director will be an exemplary scientist and exceptional leader, responsible for collaboratively shaping the strategic direction of CSIRO, ensuring CSIRO remains sustainable and focussed on generational impact for Australia. And with oversight of a high profile, politically sensitive and highly accountable multi-disciplinary portfolio comprising the Agriculture and Food, Australian Animal Health Laboratory, Health and Biosecurity, Manufacturing, and Science Connect Research Units as well as the Australian Centre for Disease Preparedness (ACDP), a critical piece of national scientific infrastructure.

Key Relationships

The Executive Director Future Industries is responsible for establishing productive internal and external relationships with a wide range of stakeholders.

Key internal relationships include CSIRO’s CE, Executive Team, Board and senior leaders across the research and enterprise units. Externally this role will need to partner, build capability, share knowledge and innovate with the Minister’s office, relevant government departments and agencies, other portfolio agencies, industry and the innovation community.

Personal attributes

As the Executive Director, Future Industries will lead a high profile, politically sensitive and highly accountable portfolio with significant, diverse and active stakeholder engagement and dynamic intersection points with industry, government, policy and scientific discovery, the Executive Director, Future Industries will need to exemplify the following personal attributes:

- **Business leadership:** deep business acumen, commercial approach/understanding, ability to assess and provide advice on organisational excellence and largescale research investment opportunities.
- **Engaging/Personable:** respectfully attends to the needs and feelings of others to develop effective partnerships and relationships; relates to people easily and with humility.
- **Ability to operate effectively at multiple levels:** actively contributes to executive meetings, works strategically with the Minister, Board, Department, Chief Executive, and other Executive Directors, and build relationships with all levels of staff and relevant external stakeholders.
- **Driving Execution:** translates strategic priorities into operational reality; aligning accountabilities, resource capabilities, internal processes, and systems to ensure that strategic scientific priorities yield measurable and sustainable impact and commercial outcomes.
- **Driving for Operational Excellence:** sets high goals and shapes, leads and drives transformational change that leads to measurable improvements.
- **Proven leadership:** leading large-scale multi-disciplinary teams working across multiple sites throughout Australia.
- **Science Credibility:** an exemplary scientist with experience in the commercialisation of science and technology, and innovation in new science approaches.
- **Government:** understands the mechanics of government including senate estimates and is able to build relationships with senior government officials including dealing with Ministers. Is experienced with policy development and providing independent and impartial technical scientific information to complex policy issues. Is experienced working in a highly politicised environment.
- **Risk:** experienced managing large-scale physical infrastructure and equipment; overseeing workplace health and safety and sustainable financial management
- **Integrity & Ethics:** Leads with exemplary professional ethics and conduct, respectful workplace behaviour and drives ethical decisions aligned to CSIRO values.

Duties and Key Result Areas

Executive Leadership

- Work in partnership with the Executive Team and Board to set and refine CSIRO's organisational strategy and values.
- Utilising CSIRO's organisational strategy, develop and implement a Future Industries strategy.
- Provide executive management oversight, ensuring the Future Industries portfolio is functioning effectively and efficiently and meeting key objectives.
- Balance the short-and long-term requirements with long term strategic planning and program development.
- Through inspiring leadership, articulate the Future Industries vision in a way that engages and empowers both the Future Industries teams and wider CSIRO.
- Ensure financial activities, within line of responsibility, are managed within agreed parameters and aligned with the Board's direction, government policy and contribute to the long-term financial sustainability of the agency.
- Ensure legal, ethical and professional practices together with CSIRO values and Code of Conduct are adhered to.
- Provide empowering and inspirational leadership, direction and guidance to the Research Unit Directors, ensuring an aligned culture of innovation, agility, collaboration, accountability and excellence, and with a commitment to employee health, safety and well-being.
- Support the Research Unit Directors to build effective teams and to manage career development for their staff and to ensure succession planning.
- Work with the Research Unit Directors to build the long-term science capability to deliver research impact, including forecasting demand, monitoring science trends and stakeholder needs, and building a high-performance culture.
- Identify, and where appropriate, act on trends of significance, developing and introducing strategies that position the organisation to deal with the challenges ahead.
- Keep abreast of emerging advances in relevant science fields and industry challenges.
- Lead and manage the portfolio's financial resources (budgets, forecasts etc), people / resources, infrastructure and other assets and risk mitigation to ensure their effective, sustainable and efficient use with the ability to present financial reports to the Executive Team and Board.
- Ensure best practice governance and management of commercial activities and intellectual property in the portfolio.
- Be a champion at all levels of the organisation, providing strategic leadership across the breadth of portfolios.
- Work with the CSIRO Leadership Team to monitor research science trends to identify emerging capability gaps, develop new capabilities, and reshape capability.
- Drive greater focus on delivering sustainable impact and outcomes through developing stronger execution and delivery capability while balancing risk.
- Sustain and enhance the R&D culture of science excellence, creativity, innovation and flexibility.
- Identify and effectively lead change initiatives.

Engagement & Partnerships

- Build credible and trusted relationships with the Chief Executive, Executive Team, Board, and other leaders across CSIRO.
- Represent CSIRO in engagements with relevant stakeholders from government, academia, industry and the innovation community nationally and internationally.
- Provide advice and information on CSIRO's role, contribution and impact with the Minister's office, portfolio departments and other Commonwealth Departments/Committees and international agencies where CSIRO's science and innovation are aligned with Government policy outcomes.

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.
- Attract, develop and retain talent to meet current and future needs.
- Champion diversity in its broadest sense and develop initiatives to grow and support diversity across CSIRO as a driver for excellence and impact.
- Lead and manage financial resources, people, infrastructure and other assets to ensure their effective, sustainable and efficient use. This includes ensuring resources and assets are prioritised and deployed effectively to meet existing and future requirements.

Selection Criteria

Essential Pre-requisites

- **Education/qualifications**
 - Postgraduate tertiary qualifications in a relevant scientific discipline, or other relevant degree, with significant relevant experience at senior executive level in a research or innovation organisation.
- **Leadership, Experience, Skills and Competencies**
 - An exemplary scientist with experience in the commercialisation of science and technology and innovative new science approaches.
 - Experience overseeing the implementation of an impactful research agenda that fosters scientific excellence and delivers significant value and impact.
 - Demonstrated understanding of the highly political and complex nature of government, including senate estimates and dealing with Ministers.
 - Significant scientific executive leadership experience gained in government, research and development or an innovation organisation.
 - Demonstrated experience as a senior leader who has worked closely with or within an executive leadership team, with a CEO and with Board.
 - Demonstrated experience as a thought leader who effectively contributes as a member of a senior executive team in defining policy direction and strategy.

- Demonstrated experience leading in large complex technical environments, ideally in a research and innovation context. (E.g. leading scientists or academics or innovators or all three).
- Significant experience leading large multi-disciplinary and multi-site teams, through an inspiring and collaborative approach.
- Demonstrated experience leading transformational change with proven outcomes.
- Exceptional communication skills with experience influencing and providing measured and commercial advice to senior leadership.
- Deep understanding of political processes, governmental structures and key players at all levels of government.
- Ability to analyse complex dynamics and policy issues and assess their potential impact on CSIRO.
- Demonstrated ability to proactively identify, build and develop a portfolio of critical external commercial relationships and opportunities to support the delivery of impact objectives and meet current and future revenue goals aligned to CSIRO's Strategy.
- Proven ability to proactively manage financial resources (including but not limited to) budgeting, forecasting, resource management, managing significant funding streams or programs.
- A history of providing strategic and visionary leadership with the ability to establish and lead cooperative high-performance innovative teams. (Desirable – experience leading scientists).
- Proven ability to foster effective relationships e.g. with government, industry, other research bodies and to use complex influencing strategies to ensure alignment between stakeholder needs and CSIRO's objectives.

- **Professional ethics**

- Exemplary professional ethics and conduct, including professional and respectful workplace behaviour.
- A track record of collaboration and a bias to transparency and inclusion, particularly while working across teams within the organisation.
- Highly professional, diplomatic, apolitical, and operates with discretion, good emotional intelligence, and with integrity.

- **Travel**

- Interstate travel is required on a regular basis and international travel is required occasionally, noting that CSIRO works hard to accommodate personal arrangements.

Desirable Pre-requisites

- Demonstrated experience working in the Commonwealth operating environment, or a State Government or Statutory Authority.
- Graduate Membership of the Australian Institute of Company Directors, or a commensurate alternative.

Special and Essential Requirements

The successful candidate will be required to undertake an **Australian National Police Clearance** or equivalent as well as an **Australian Government Negative Vetting Level One Security Clearance**. 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

Applications for this position are open to anyone who can meet the selection criteria and the essential requirements of this role.

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.

For any questions not answered in this document, please feel free to contact Bruno Conti at SHK (bruno.conti@shk.com.au)

Applications close 11:59pm Australian Eastern Standard Time, Sunday 4th August 2024.

We encourage early applications as late applications will not be accepted.

