# Position Details

## General Management – CSOF8

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Executive Manager, Business Development |
| Job Reference | 92902 |
| Tenure | Specified Term of 3 years |
| Salary Range | CSOF8 |
| Location(s) | All CSIRO Sites Considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Director, Customer |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 4 |
| Enquire about this job | Contact Jim Henderson via email at Jim.Henderson@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).

### Background

CSIRO Growth is responsible for enabling CSIRO’s business to operate in an integrated way across the organisation with a focus on customers, collaboration and commercialisation. We enable maximum impact for the nation underpinned by a healthy and sustainable financial platform.

Growth works across our Business Development and Commercialisation, Global, Strategy and Science Impact and Policy functions, connecting our leaders and business units to market opportunities and challenges.

CSIRO Growth seeks to support CSIRO’s culture, capability, planning, and core business to deliver impact and sustainable revenue through a number of priorities and initiatives that ultimately support delivery of CSIRO’s strategic plan. Spanning 5 functional areas – Customer, Strategic Delivery, Strategic Partnerships, Investment, and Business Implementation, Growth aspires to be a unified group delivering “one-Growth” capabilities and expertise as needed.

Within this approach, Customer is tasked to use its teams of Business Development professionals embedded in the science business units to be a trusted partner, providing strategic market insight, customer engagement, and creative business development to scale impact and sustainable revenue while growing partnerships. At the same time, Customer aspires to represent Growth within the Business Units, identifying opportunities to access other Growth capabilities and expertise as required while monitoring the shifting landscape and needs of its science partners.

### Role Overview

The role of Executive Manager, Business Development (EMBD) embedded within the Customer functional areas leads a business development team with a specific sector focus. The Executive Manager, Business Development will join a peer group of EMBDs with a focus of the science Business Units under that sector. The Executive Manager, Business Development is a critical member of the Customer Leadership Team, the Growth Extended Leadership Team, and the Sector Leadership Team.

The EMBD within the Customer team plays a pivotal role in connecting market facing business development activities with the development of strategic intent. This requires a strong commitment and the ability to clearly understand, represent, and balance both aspects in order to achieve outcomes and make an impact while upholding CSIRO culture and values.

At the Sector BD team level, EMBDs are responsible for guiding Business Development Directors to lead, structure, guide, professionally develop, and mentor their respective teams to deliver the strategically aligned activities that enable the success of CSIRO’s corporate plan. In parallel EMBDs must ensure that the Sector teams are strategically deployed and are operating across CSIRO to create the fewer, bigger opportunities that are truly one-CSIRO.

Within the Sector, EMBDs must develop trusted partner relationships with the Sector Executive and relevant Business Unit Directors to act as a liaison between the Sector Leadership Team and Growth, while at the same time supporting or leading the delivery of substantial programs of work, partnerships or transactions with key CSIRO partners or stakeholders.

With the Customer Leadership Team EMBDs share responsibility for delivery of Customer’s strategic priorities, developing and implementing strategies to make them real.

### Future Industries

The EMBD – Future Industries is responsible for the Customer teams in the Future Industries Sector:

* The Australian Animal Health Laboratory (AAHL)
* Agriculture & Food (A&F)
* Health & Biosecurity (H&B)
* Manufacturing
* Science Connect

Note that the AAHL and H&B teams are jointly led by the BD Director – H&B.

### Duties and Key Result Areas:

* Be a trusted voice and support the Sector ED with strategic advice, market research, business intelligence, and new, fit for purpose business models that support evaluation and planning of CSIRO Strategy, growth opportunities, business impact, revenue pipelines, and enterprise performance targets.
* Responsible for leading, championing, and implementing Growth priorities in the Sector to deliver CSIRO’s Corporate Plan by achieving and growing impact and revenue aligned with Sector needs, BU growth opportunities and priorities, and Missions.
* Responsible for supporting the Director, Customer to partner with the Board and Executive Team on delivery.
* Adhering to CSIRO values and in partnership with Sector leadership, develop strong trusted voice relationships with senior executives and other external stakeholders across industry and government in key strategic markets to create new revenue generating and impact opportunities and build a portfolio of clients and partners.
* Lead the team to actively identify and create impactful enterprise level connections and partnerships.
* Lead, coordinate (in partnership with Sector Leadership and other ES), and complete the execution of fully formed partnerships of strategically aligned opportunities at the enterprise level to meet financial and impact objectives including leading large and complex projects and programs on behalf of the organisation.
* Build a high performing, empowered team that collaborates across the organisation to deliver outcomes by embracing a culture of customer service that encourages innovative problem solving, agile and timely responsiveness, continuous improvement towards best practice, knowledge sharing, and functional accountability.
* Develop a strong understanding of the activities delivered by other Growth functions (Delivery, Partnerships, Investment, Business Implementation) and other Enterprise Services (Corporate Affairs, Finance, etc) and partner with them to enable organisational success while ensuring role clarity and accountability.
* Support the Director, Customer and Business Development Directors, and work closely with the Sector Leadership Team to develop and communicate business improvement and change management projects and lead their implementation and activation within the Sector to continually improve the effectiveness and efficiency the organisation.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **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 organisational interaction across CSIRO.
* **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.

## **Selection Criteria**

#### Essential

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

1. Relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles, ideally with postgraduate managerial qualifications.
2. Demonstrated ability to develop and manage a portfolio of strategic relationships with key clients and partners to meet strategic and financial objectives, in line with CSIRO’s Corporate Plan.
3. Demonstrated ability to design, facilitate and execute future focussed strategic business development initiatives, as well as driving alignment across BD&G teams, scientists and clients– delivering results that are impactful and aligned to CSIRO’s Corporate Plan.
4. Demonstrated leadership skills and experience that can be applied to leading a team through significant change, engaging the team and providing a unified goal and strategy for them to align themselves and their teams.
5. Demonstrated experience to build and maintain strong professional and collaborative working relationships across a wide range of disciplines at all levels of the organisation and externally, proactively seek and influence multiple key stakeholders, within a complex and ambiguous environment, to achieve a successful outcome.
6. Demonstrated experience in building a high performing team, providing coaching and development opportunities across the breadth and depth of a complex team that delivers high standards in service delivery as well as technical output, proven ability to hold a team accountable to specified results, as well as creating a culture that fosters innovative problem solving, continuous improvement and knowledge sharing.

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.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people 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. To find out more visit us [online](http://www.csiro.au/)!