# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Strategy Manager, Missions Delivery |
| Job Reference | 94345 |
| Tenure | Specified term of 3 years  Full-time |
| Salary Range | AU $121,455 to AU $142,321 pa + up to 15.4% superannuation |
| Location(s) | Negotiable – Canberra, Sydney, Newcastle, Melbourne, Brisbane |
| 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 | Executive Manager, Missions Delivery |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Ruth Pring via email at ruth.pring@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).

**Role Overview**

CSIRO has embarked on a program to scale its mission-directed research activities to accelerate our capacity to solve the greatest challenges at scale through collaborative programs enabled by investments in digital, future science and tech, data and our people.

These major scientific and collaborative research programs are aimed at making significant breakthroughs in solving national challenges such as sustainable energy and resources, resilient and valuable environments, health and wellbeing, food security and quality, future industries and a secure Australia and region.

To deliver on this mandate, CSIRO has established the Strategic Delivery Group, which encompasses the [Missions Program](https://www.csiro.au/en/about/challenges-missions) and innovation programs and support functions. Strategic Delivery is a centre of best practice for initiative design, integrated insights and analysis, performance and implementation coordination.

Strategic Delivery Group is seeking a Strategy Manager to support the Executive Manager – Missions Delivery to guide the strategic development and delivery of mission-oriented initiatives to achieve maximum impact towards national challenges.

The role requires an individual with commitment to supporting impact for national benefit, the ability to guide both strategy development and implementation, high tolerance for ambiguity, a proactive and collaborative approach, strong emotional intelligence, and the ability to influence.

### Duties and Key Result Areas:

* Provide strategic guidance to cross-disciplinary mission teams through the life-cycle from ideation, exploration, and planning, to launch and delivery of impact.
* Analyse and assess missions’ development and performance and provide feedback to strengthen their strategies and optimise impact.
* Develop an understanding of the sector policy and market context in which the missions portfolio is operating.
* Ensure examples of mission-led innovation and emerging good practices are identified, documented and disseminated, and that insights about mission development and implementation inform continuous improvement.
* Work with CSIRO’s research and science business units and corporate functions to enable mission development to deliver on the broader organisational strategy and contribute to and influence organisational policy and action.
* Contribute to a purposeful, innovative and collaborative team culture that encourages growth and fosters diversity.
* Demonstrate exceptional people management and interpersonal skills to optimise relationships with mission teams and influence key stakeholders to support, invest in and advocate for missions.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **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.

## **Selection Criteria**

#### Essential

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

1. Relevant tertiary qualifications and/or experience in a relevant area such as research/ innovation strategy, planning and portfolio/program management.
2. Significant relevant experience guiding the development of strategy and supporting the delivery of multidisciplinary, cross-business projects.
3. Demonstrated ability to provide high level strategic analysis on existing operations, recognise opportunities, and provide high quality guidance in a complex organisation to optimise outcomes.
4. Proven ability to adapt and deliver results in an environment of high ambiguity and support multiple initiatives across a large complex organisation.
5. Exceptional oral and written communication, interpersonal, negotiation and representational skills, including experience working across diverse teams and large organisations.
6. Proven project management, decision-making and problem-solving skills with the ability to multi-task, produce rapid results and remain composed under pressure.

## **Desirable:**

1. Experience managing the delivery of mission-oriented programs and initiatives.
2. Project experience in scientific and innovation domains.
3. Experience working in a publicly funded research agency.
4. An understanding of the policy and industry conditions of one or more of the key sectors in which CSIRO’s missions operate, e.g. energy, environment, health, agriculture.

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/)!

Find out more about the CSIRO [Strategy](https://www.csiro.au/en/about/strategy)