



Australia's National
Science Agency

Director Business Development – Health & Biosecurity and the Australian Animal Health Laboratory

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

Australia's national science agency



One of the world's largest multidisciplinary science and technology organisations



5,672+ dedicated people working across 53 sites in Australia and globally



State-of-the-art national research infrastructure



We delivered \$10.2 billion of benefit to the nation in FY22

At CSIRO, we do the extraordinary every day.

We innovate for tomorrow and help improve today - for our customers, all Australians and the world. We imagine. We collaborate. We innovate.

Australia is founding its future on science and innovation.

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is a powerhouse of ideas, technologies and skills for building prosperity, growth, health and sustainability. It serves governments, industries, businesses and communities across the nation.

CSIRO is Australia's premier research body, delivering innovative science for the benefit of Australians.

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is Australia's national science agency and innovation catalyst and one of the world's largest and most successful publicly funded research and development organisations. CSIRO is also one of the most multidisciplinary mission-driven research agencies in the world.

With 53 locations and over 5,600 people across Australia and internationally, CSIRO solves the greatest challenges through innovative science and technology. We are committed to complementing our world-class science capabilities with outcome-focussed research to generate and deliver economic, environmental, and social benefits for Australia in a global context.

CSIRO is Australia's most trusted research institution and most connected innovator, working with most Australian universities, government and non-government agencies and major Australian industries.

Around the world, CSIRO's work spans research, government and industry to co-create commercialisation outcomes that deliver impact and create science-driven technologies and economic value and a better future for all Australians.

Our collaborative research turns science into solutions for food security and quality, clean energy and resources, health and wellbeing, resilient and valuable environments, innovative industries, and a secure Australia and region. CSIRO's research delivers around \$11.7 billion of benefit to the nation each year, securing our future national prosperity as well as environmental and social benefits.

CSIRO has improved the lives of many around the world through research and development and some you will know well include Fast Wireless LAN (WiFi), the Hendra virus vaccine, polymer (plastic) banknotes, extended-wear contact lenses, Aerogard and the Total Wellbeing Diet to name a few.

CSIRO acknowledges the extraordinary contributions that Aboriginal and Torres Strait Islander people have made, and continue to make, to our culture, the economy and science. We're working with Indigenous communities and organisations to create Indigenous-driven science solutions that support sustainable futures for Indigenous peoples, cultures, and Country.

To find out more, visit [csiro.au](https://www.csiro.au).



CSIRO Strategy & Values

Our purpose is to solve the greatest challenges through innovative science and technology

The challenges we are solving

Health and wellbeing	Enhance the health of Australians through preventative, personalised, biomedical, and digital health services.
Food security and quality	Achieve sustainable security through new AgriFood products, technology and innovation for Australia.
A secure Australia and region	Help safeguard Australia from threats (terrorism, regional instability, pandemics, biosecurity, disasters and cyber-attacks).
Resilient and valuable environments	Enhancing the resilience, sustainable use and value of our environments, including by mitigating and adapting to the impacts of climate and global change.
Sustainable energy and resources	Build competitiveness, sustainability and security of our energy and minerals resources while heading to Net Zero.
Future industries	Help create Australia's future industries and jobs by collaborating to boost innovation performance and promote STEM skills.

Our objectives to deliver

Deliver impact through innovation	Advance Australia's commercialisation of science and deliver new value from digital innovation.
Purpose driven science and technology	Deliver impact at-scale aligned with the challenges we are solving and the portfolios of research directed to them. Invest in the right future science and technology to solve tomorrow's challenges.
Engage and empower talent	Attract world-class talent and strengthening our nation's STEM pipeline. Build a culture that makes us an employer of choice and operate in an adaptable, resilient and responsive way.
Build collaborative networks	Share our world-class national labs and facilities with industry, universities and government and harness the power of our diverse relationships for better outcomes.

Our vision is to create a better future for Australia

Our values underpinning how we work

Making it real

Trusted

People first

Further together

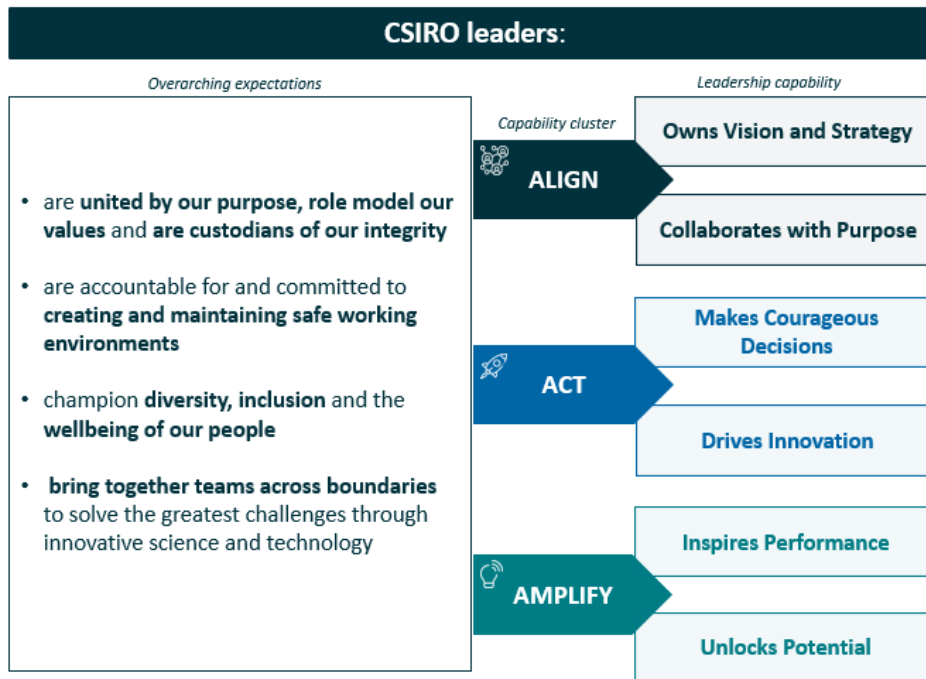
CSIRO's values are more than just words. They represent what is unique and special about CSIRO. Our values underpin not just the work we do, but how we do it, and how we interact with our colleagues and the diverse range of partners we collaborate with every day.

Please follow this link to view [CSIRO's values - CSIRO](#)

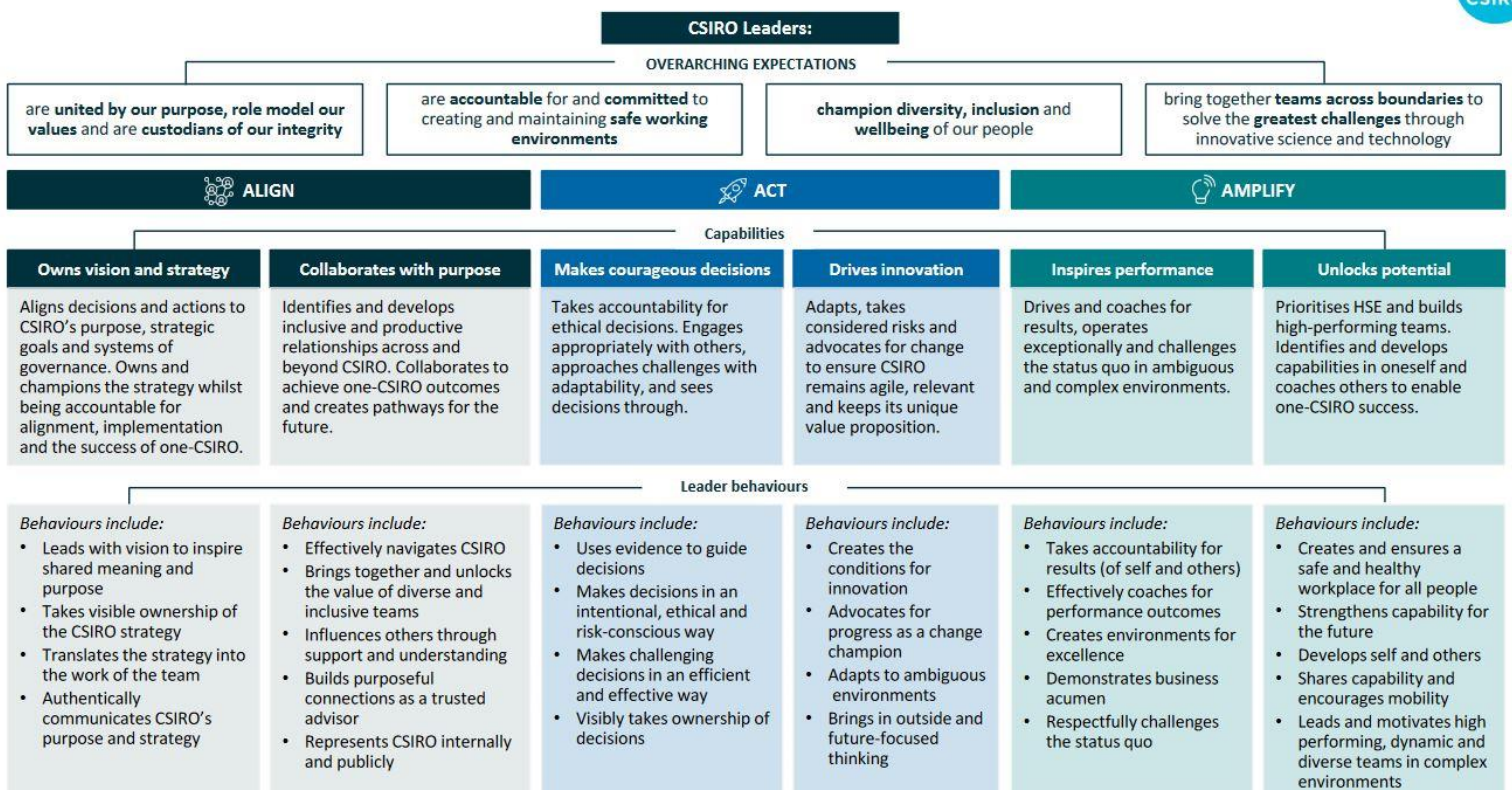


Leading @CSIRO Framework

The Leading @ CSIRO Framework (below) outlines what is expected of all CSIRO leaders along with core capability areas and behaviours.



Leading@CSIRO framework



CSIRO's Growth Portfolio

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 - fostering growth by connecting the right people and identifying the most suitable markets, nationally and internationally.

CSIRO Growth partners with researchers across CSIRO's business to operate in an integrated way with a focus on external customers, partnerships, collaboration, and commercialisation. We enable maximum impact for the nation underpinned by a healthy and sustainable financial platform.

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 the 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, the Customer Business Unit uses 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.



YOUR PARTNER FOR GROWTH

...find your advantage



Solving the greatest challenges

The Customer Business Unit

We identify, develop and close growth opportunities across CSIRO's portfolio of activities.

Our role

We support the identification, creation and conversion of our external engagement program. We work closely with business units, providing professional support and expertise to help deliver CSIRO's priority initiatives.

Our services

Our team of specialists provide personalised, strategic advice and support in business development and engaging with international partners to maximise the impact of research into marketable opportunities.

Our Strategic priorities are

- Continuous improvement of business-as-usual: smarter, faster and lower cost operations
- Growth plan: new revenue sources and innovative business models

We drive and support customer identification, lead and opportunity pipeline development and transaction closure in partnership with business units.

CSIRO's Business Development teams provide the support to help connect your science with high-value business impact opportunities.

Our core skills are in the identification, development and closure of new business development pathways and support your business units through:

- Developing economic buyer customer relationships
- Proactively developing your new business opportunity pipeline
- Securing the business agreements with high-value customers
- Key account management
- Create new business models for engagement
- Facilitate cross-business unit engagement and inter-connectivity of science and customers.

We work with research teams and customers to identify strategic business development opportunities and help build a pipeline of funding opportunities aligned with our science, innovation and impact goals.

Every Business Unit has a dedicated Business Development team, and we contribute strong innovation and entrepreneurship domain knowledge to your long-term ongoing business as well as new sustaining growth pathways.

We are seeking a Business Development Director to support the Health and Biosecurity (H&B) Business Unit and the Australian Animal Health Laboratory (AAHL) Business Unit.

Health and Biosecurity (H&B) Business Unit

CSIRO Health and Biosecurity (H&B) conducts scientific research and develops products and services to address the complexity and interdependencies of human, animal and environmental health, and biosecurity challenges, for the benefits of the nation.

Working with our partners, we're assembling strong multidisciplinary research teams to tackle major national and international health and biosecurity challenges. Our goal is to deliver solutions to ensure Australia is prepared and ready to respond to existing and emerging risks.

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

Through our research, we're creating a resilient population and health system for Australia.

Find out more about [Health and Biosecurity Business Unit - CSIRO](#)

Australian Animal Health Laboratory (AAHL) Business Unit

CSIRO's Australian Animal Health Laboratory Business Unit operates out of the Australian Centre for Disease Preparedness (ACDP) Facility in Geelong, Victoria.

Australian Centre for Disease Preparedness (ACDP), our national biocontainment research facility, is a vital part of Australia's biosecurity infrastructure. Our team works closely with researchers; animal and human health agencies to protect Australia's multi-billion-dollar livestock and aquaculture industries, and the general public, from emerging infectious disease threats.

AAHL researchers make ACDP the primary national diagnostic facility for exotic animal diseases and a national and international reference laboratory for many diseases. With a One-Health approach, ACDP is on the front-line of disease prevention and management.

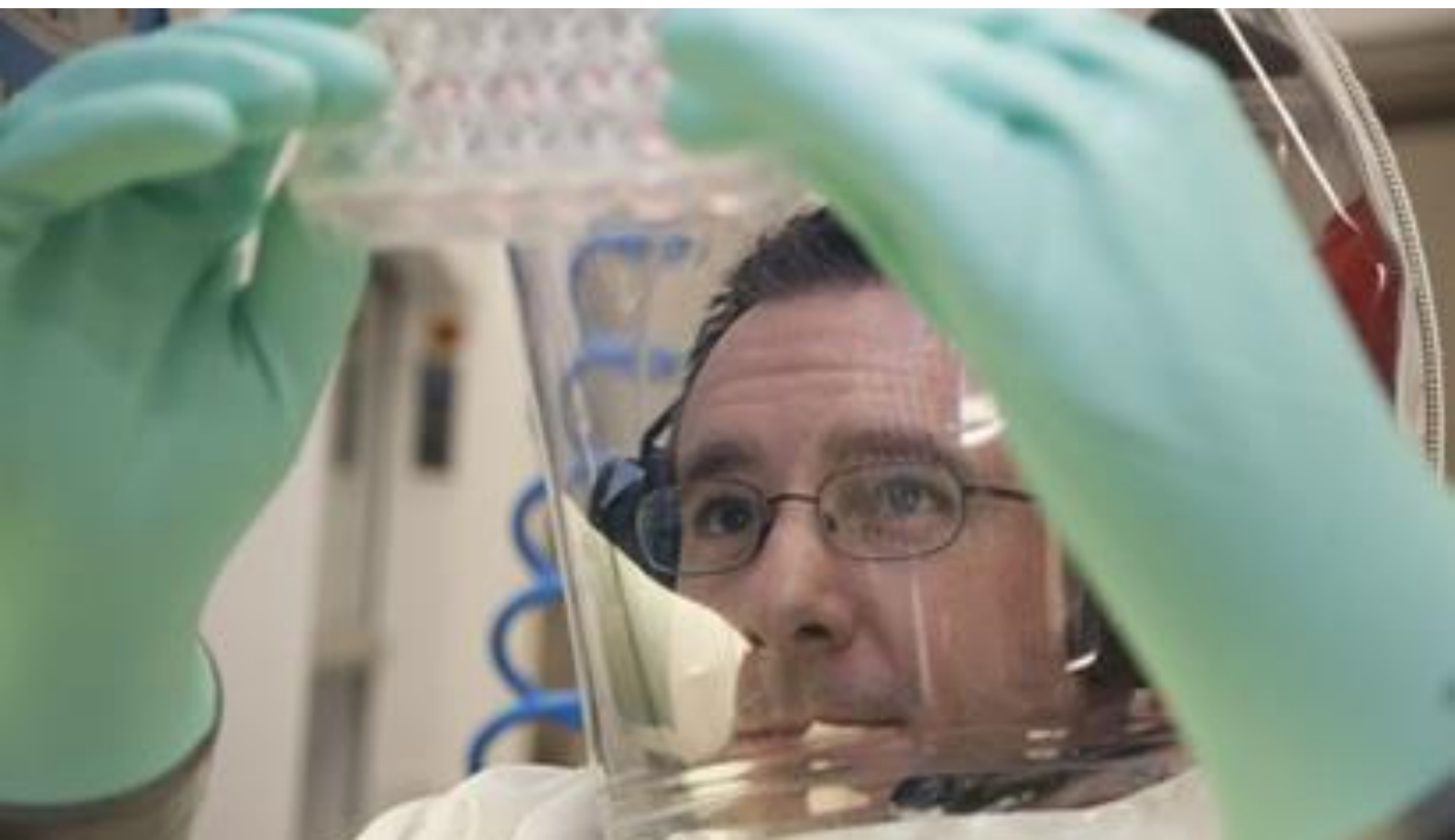
Find out more about AAHL and [ACDP](#).



Director Business Development – H&B and AAHL

Position Details

Tenure	Specified Term – 3 years
Salary Range	CSOF 7: AUD \$145k - \$160k + Motor Vehicle Allowance (\$25k) + up to 15.4% superannuation (Note: this salary range is based on relevant demonstrated experience)
Location	Any of the following locations: Melbourne, Vic; Canberra, ACT; Sydney, NSW or Brisbane, Qld With the willingness and ability to travel interstate and, if required, internationally.
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	Executive Manager, Business Development – Future Industries
Client Focus – Internal	70%
Client Focus – External	30%
Number of Director Reports	6 Direct Reports



Director Business Development – H&B and AAHL

About the Role

We are looking for our next leader to support these significant and impactful Business Units: Health & Biosecurity and the Australian Animal Health Laboratory.

This is your opportunity to leave a legacy by leading with impact!

Business Unit Leadership Contribution

Reporting to the Executive Manager, Business Development – Future Industries, the Director Business Development – H&B and AAHL, is an important member, and contributor to, the Customer Business Unit leadership team, contributing to CSIRO's Growth agenda through the implementation of the Business Unit's Growth strategy and alignment to the Corporate Plan.

While leading and implementing Growth and Customer priorities within their Business Units (H&B and AAHL), the Director Business Development will also contribute to resource management (ASL, budget management) including utilising Growth specialists in an inclusive way to optimise delivery.

Stakeholder Engagement

Bringing relevant domain knowledge, the Director Business Development – H&B and AAHL is responsible for pro-actively developing, maintaining and managing relevant partnerships with CSIRO's Health and Biosecurity Business Unit and the Australian Animal Health Laboratory Business Unit. The Director will position themselves as a trusted advisor and true business partner within these two Business Units.

Concurrently, the Director Business Development will connect with, and work across, the other Business Units "activating the horizontal" while representing all of Growth.

The Director Business Development will also need to forge and maintain relevant external relationships and partnerships that benefit their internal customer/s and CSIRO.

Business Development and Commercial

Although primarily focussed on Business Development, the Director must have a strong understanding of how and when commercial skills are utilised across the transaction lifecycle.

The Director will use core skills in the identification, development and closure of new business development pathways that support their business units through:

- Focusing BD team efforts on priorities identified through H&B's and AAHL's planning process
- Developing economic buyer customer relationships
- Proactively developing your new business opportunity pipeline
- Securing the business agreements with high-value customers
- Structuring and closing complex licencing deals
- Key account management
- Create new business models for engagement
- Facilitate cross-business unit engagement and inter-connectivity of science and customers.

Customer First and Knowledge Sharing

Customer first – the Director will connect diverse skills and people to drive impact and delivery for their customers.

Knowledge Sharing - the Director will share knowledge and education across the organisation by supporting 'Communities of Practice' to develop 'best practice'.

Staff Leadership

The Director will provide a compelling strategic vision for the team coupled with inspirational leadership that creates a "one team", unified approach. Leading by example, they will provide support around development, deployment, coaching and guidance.



Duties and Key Result Areas

- Responsible for leading and monitoring the execution of Growth Priorities within H&B and AAHL to achieve and grow impact and revenue aligned with CSIRO Challenges, Impact Areas, Sector priorities, and CSIRO's Corporate Plan – including Missions.
- Increase cross business unit connections and interactions for the benefit of the customer and CSIRO.
- Lead Growth's engagement with BUs as they develop their 4-year revenue and impact planning exercises

- Partner with the BUs to drive their forward opportunity pipelines as identified by revenue and impact planning
- Assemble and prioritise Growth specialists (Strategic Delivery, Strategic Partnerships, Investment, Business Implementation) to maximise strategic outcomes for the customer
- Support the AAHL and H&B Business Unit Directors with market research, business intelligence and new business models that proactively supports planning, monitoring and evaluation of business impact and business performance revenue pipeline and results, report on IP and technology pipeline activities, and the investment portfolio.
- Develop strong trusted advisor relationships with senior executives and external stakeholders across industry and government, specifically working with Government health departments and agencies at federal or state level.
- Proactively identify, build and develop strategic portfolios of clients & partners in the Business's key markets, to support delivery of short- and long-term revenue goals.
- Identify and lead the end-end conversion of strategic Business Development opportunities at the Business Unit or Sector level to meet financial and impact objectives.
- Build 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
- Lead the team by creating a culture that fosters innovative problem solving, continuous improvement, knowledge sharing, and accountability to delivery results
- 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.



About You

To be considered for this impactful leadership role within the Customer Business Unit and Growth Portfolio, we are seeking a charismatic Director who brings domain knowledge and the Commercial nous to partner with their Business Units (Health and Biosecurity and the Australian Animal Health Laboratory) in providing a professional ability to identify strategic business development opportunities and to help build a pipeline of funding opportunities that align to the Business Unit's science, innovation and impact goals and that deliver on CSIRO's priority initiatives.

Your experience maximising the impact of research into marketable opportunities and creating new revenue sources and innovative business models will be called upon to connect science with high-value business impact opportunities.

An engaging leader, your strong interpersonal and communication skills has enabled you to form and maintain credible, respectful and collaborative relationships with both your internal and external stakeholders. At times you may also need to draw upon your strong influencing and negotiation skills to ensure client, stakeholder and organisational objectives are met.

You bring strong people leadership capabilities and are viewed as an inspirational leader who sets a visionary direction with your teams to build collaboration and focus on a common goal. With the ability to empower and facilitate positive and collaborative team relationships and the ability to anticipate and resolve complex needs respectfully, you create an environment that focusses on a positive culture and that fosters staff development.

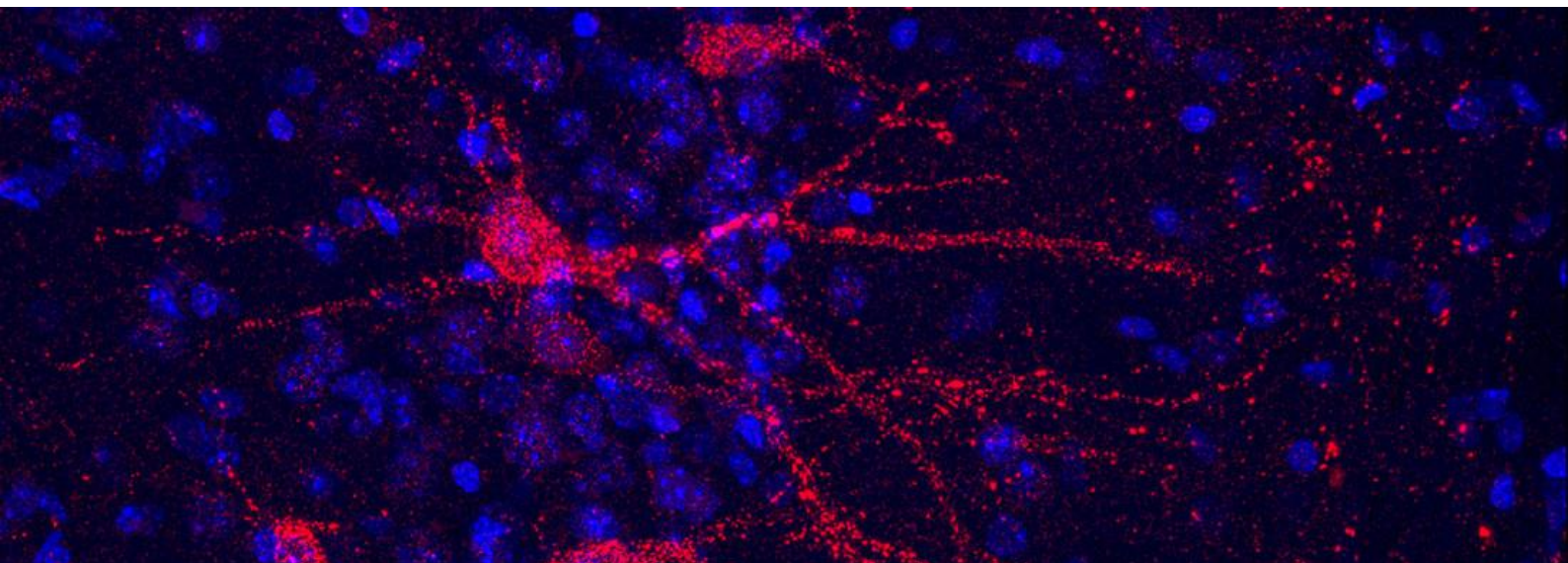
Experience working within the commercial sector and also government (or academia) is preferred, while a degree in BioTech, MedTech or a PhD in a health-related field coupled with a Business Degree or MBA will be held in high regard but is not mandatory.

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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency and understanding through 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:** 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.



Essential Selection Criteria

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. Industry Experience in Commercial Med Tech, Pharma, and or diagnostics for a minimum of 5 years
3. Demonstrated ability to partner effectively with client groups to achieve and grow Business Development and/or Commercial impact with revenue, focusing on return on investment to maximise organisational results in line with CSIRO's Corporate Plan.
4. Demonstrated ability to proactively identify, build and develop a portfolio of commercial relationships, build and develop key strategic relationships to support delivery of impact objectives and meet current and future revenue goals that are aligned to CSIRO's Corporate Plan.
5. Demonstrated ability to deliver end-to-end conversion of strategic Business Development and Commercial opportunities with a focus on driving and supporting efficient commercial contracting.
6. 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.
7. 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.

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.*

Special Requirements

The successful candidate will be required to undertake a National Police Clearance or equivalent as well as other potential background checks. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

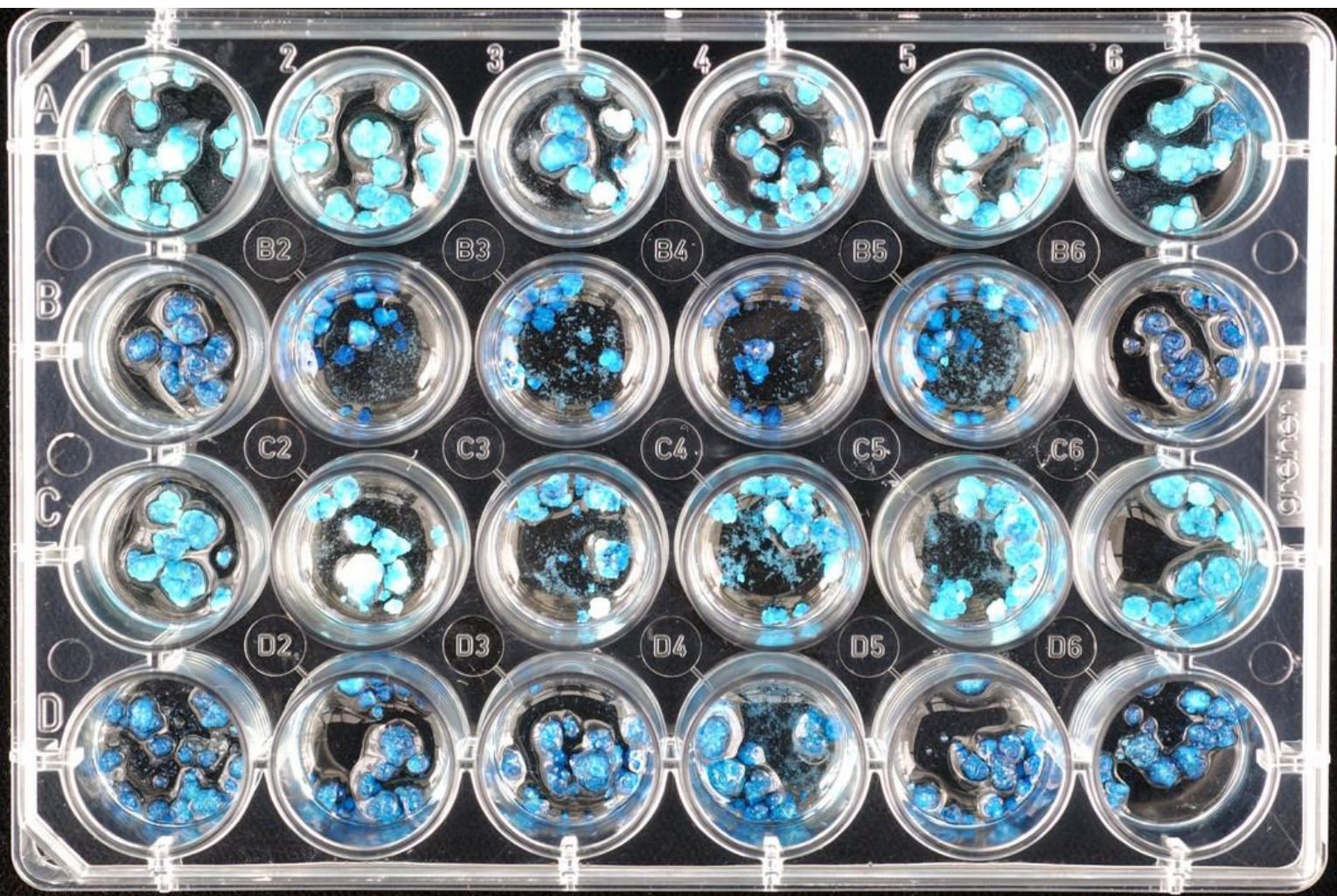
Eligibility

Applications for this position are open to Australian / New Zealand Citizens and Australian Permanent Residents only.

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.



To Apply

As part of the application process, we ask that candidates provide the following:

- **Curriculum Vitae** – outlining relevant aligning 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.

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**

Contact

For any questions not answered in this document, please feel free to contact:

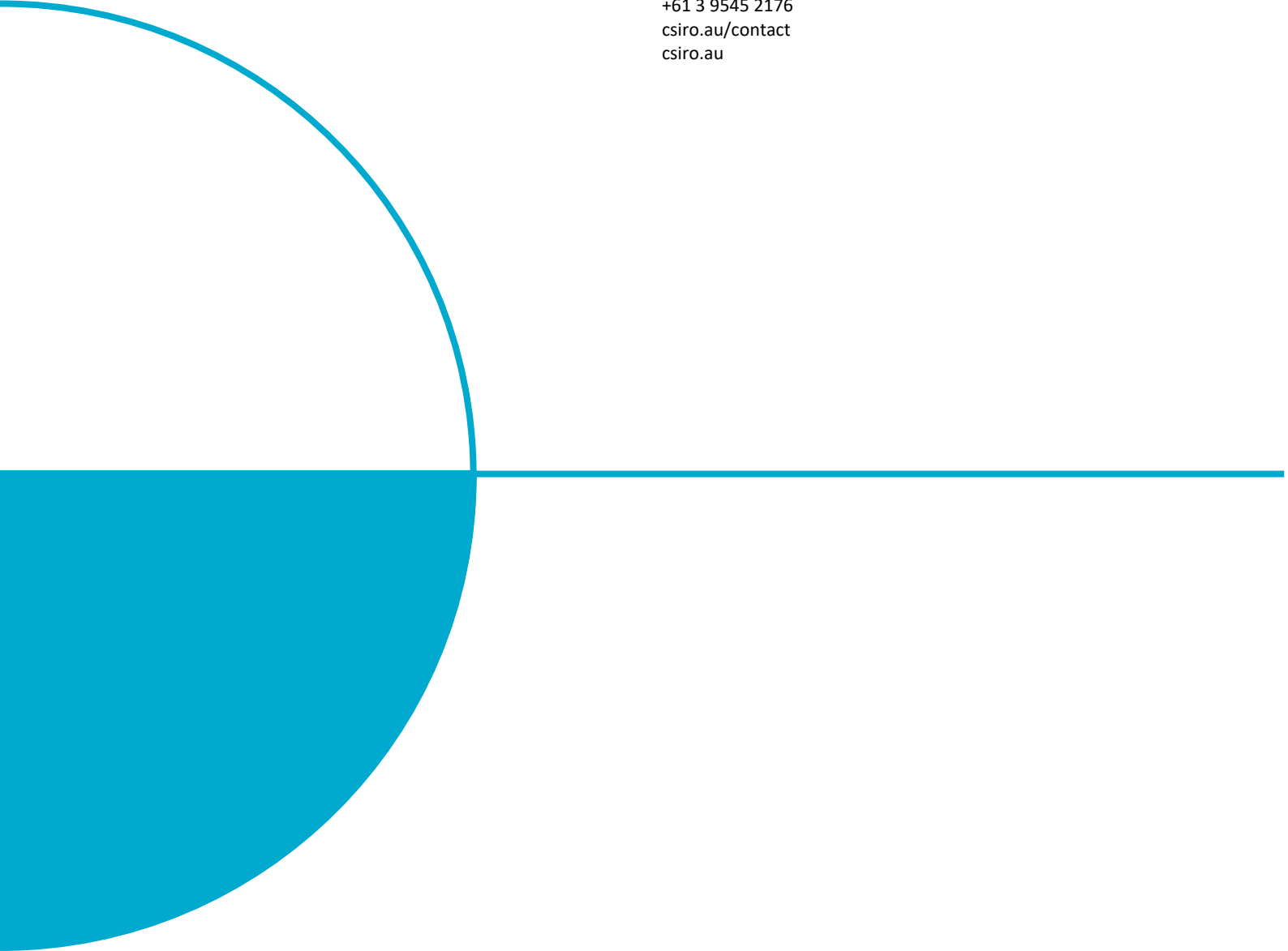
Melanie Pecanek
Executive Talent Acquisition Business Partner
0487 373 780
melanie.pecanek@csiro.au

Process

Applications close 11:59pm AEST, 6th August 2023

We encourage early applications as we reserve the right to close the advertising early if we find our desired candidate.

Candidates who demonstrate the closest alignment to the role in their CV and Cover Letter will be invited to attend a screening interview with Melanie, to further discuss their motivation and alignment to the role. During a shortlisting meeting, the Hiring Managers will then select those candidates they wish to formally interview as part of a two-stage panel interview process.



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CSIRO. Unlocking a better future for everyone.

Contact us

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