Position Details

Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Research Development Manager, Minimising Antimicrobial Resistance (AMR) Mission - two roles available |
| Job Reference | 93112 |
| Tenure | 3 years, Full-time |
| Salary Range | AU$121,455 to AU$142,321pa + up to 15.4% superannuation |
| Location(s) | Sydney, Brisbane, Canberra, Adelaide, and Melbourne preferred other locations negotiable |
| Relocation Assistance | Not applicable |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Minimising AMR Mission Lead |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact via email [Branwen.morgan@csiro.au](mailto:Branwen.morgan@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).

**Role Overview**

CSIRO’s purpose as Australia’s national science agency is to help solve Australia’s greatest challenges through innovative science and technology. As one of the world’s largest mission-driven multidisciplinary science and research organisations, we are focusing on the issues that matter the most: for our quality of life, for the economy and for our environment.

CSIRO has embarked on a Missions’ program 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 intended to amplify our nation’s capacity to solve the greatest challenges and accelerate the pace and scale at which we can solve each challenge and unlock a better future for our community, our economy, and the planet.

The aim of the Minimising Antimicrobial Resistance Mission is to halt the rising death rate and economic burden of antimicrobial resistance in Australia, by 2030. Australia’s National Antimicrobial Resistance Strategy – 2020 and Beyond, and the corresponding One Health Master Action Plan provide the high-level vision and guidance for the management of antimicrobial resistance in Australia and call for more detailed sector and organisation-level plans, which will need to specifically address the regulatory levers, incentives, cross-sectoral knowledge, and R&D prioritisation frameworks in order to harness the Australian innovation system and focus it on delivering solutions that ensure antimicrobials remain safe, available, and effective. The Minimising AMR Mission forms part of that response. The Mission will achieve its objective by working with its government co-creators and research partners to transform and grow an ecosystem that will secure the future of antimicrobials as an integral part of our health system through AMR prevention, management, and response.

Two positions are available to cover opportunities relating to the three work packages. See here for more details <https://www.csiro.au/en/about/challenges-missions/Antimicrobial-resistance>.

The Research Development Managers (RDM) will play a leading role in securing and managing research projects for the Mission and CSIRO. They will be able to use their negotiation skills and a broad understanding of research collaboration to identify and secure collaborative opportunities for the Mission and CSIRO Business Units with external research partners. The Research Development Manager will coordinate Mission projects from concept to contract including the development and/or oversight of funding applications. In some cases, the RDM will oversee project delivery, including managing external research relationships. The role will also act as an interface within CSIRO namely to business development and growth as well as commercialisation functions.

The RDMs will have demonstrable project management experience with a track record of leading science projects from concept to contract to delivery. The role also requires external industry/government engagement knowledge and an ability to engage with internal CSIRO networks, which enable the realisation of both strategic and external project opportunities, and keeping abreast of relevant issues and developments, to provide timely support impacting decision-making.

**Duties and Key Result Areas:**

* Actively engage with external partners and mission work package and project leads to initiate (or grow and extend) applied research projects that align with the mission’s objectives.
* Manage project resources including securing, allocating and monitoring budget to achieve outcomes.
* Monitor relevant government/university/industry funding opportunities
* Identify and support external grant funding proposals for new and existing projects
* Create an environment that encourages new ideas and provide support for the development of emerging skills
* Contribute to the development of and utilise Mission networks to assist in building new research collaborations and support, strengthen and deepen existing collaborations
* Demonstrate exceptional people management and interpersonal skills, including ability to manage a broad set of relationships within and external to the organisation to ensure motivated, high-performance teams.
* Use project management skills to oversee and successfully deliver projects, working closely with the project teams.
* Work collaboratively as part of the Minimising AMR Mission team to manage client and internal CSIRO stakeholder relationships, including to agree project plans, budgets and contractual terms leading to secured contracts.
* Work with BD lead to establish project handover point to attract industry funding and continued commercial development including assisting the BD/customer lead with establishing deal teams for projects with significant potential for industry funding
* Demonstrate commitment to fostering a culture that supports diversity in gender, culture, and experience, which enhances our creativity and skill mix.
* Communicate openly, effectively, and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* 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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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. A PhD, and/or an equivalent combination of relevant practical, managerial, or commercial qualifications and significant relevant industry experience, demonstrating a depth of science understanding either from a research or industry perspective
2. Exceptional oral and written communication, interpersonal, negotiation and representational skills, including experience working across diverse teams and large organisations.
3. Proven project/program management skills, including planning, budgeting, governance, reporting and monitoring.
4. Strong decision-making and problem-solving skills with the ability to pivot and adapt approach based on changing circumstances and needs.
5. Demonstrated ability 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 environment, to achieve a successful outcome.
6. Demonstrated ability to proactively identify, build and manage cross-organisational strategic programs to support delivery of impact objectives and meet current and future goals aligned to CSIRO’s Corporate Plan.
7. Proven ability to deliver results in an environment of high ambiguity and support multiple initiatives across a large complex organisation.

**Desirable**

1. Experience of project development with academia, industry, and government.
2. Experience in AMR-related research and/or industry R&D in Australia and globally.
3. Sound understanding of science and innovation policies and programs and collaboration/partnership models pertaining to CSIRO operations including demonstrated understanding of recent approaches to mission-oriented science and innovation policies.

Special 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.
* An Australian Government Security Clearance may be required at the Baseline level.

## **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://strategy.csiro.au/strategy-at-a-glance/our-purpose-and-strategy-2/)

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