Chief Information Officer

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
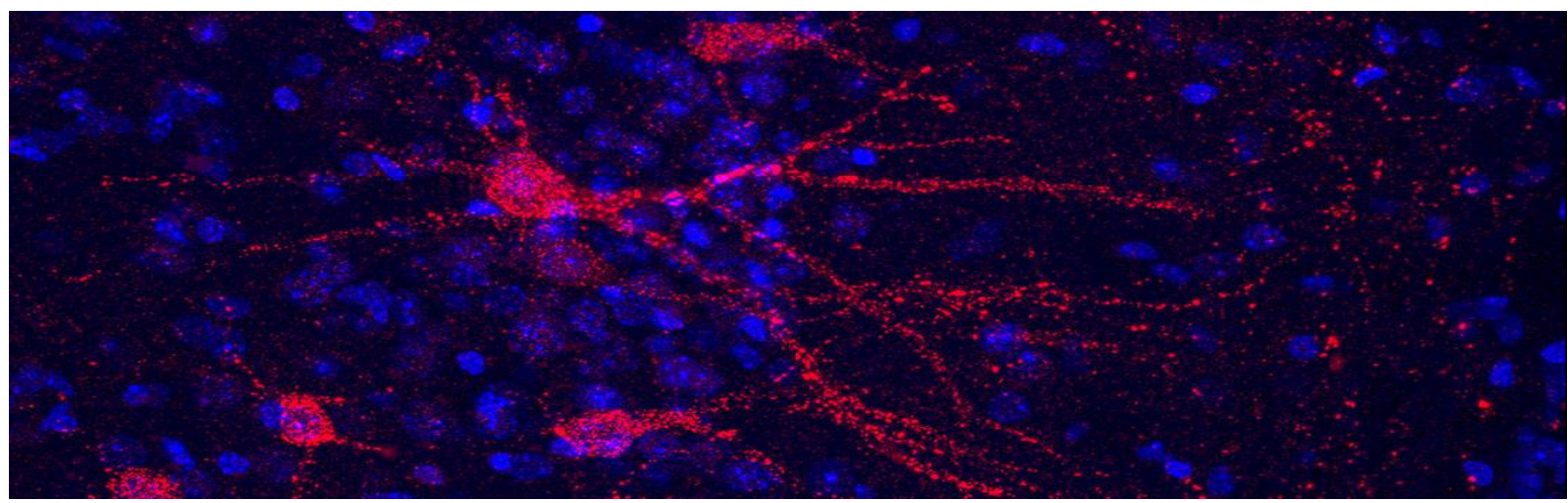
About CSIRO's Information Management & Technology (IMT) Business Unit

IMT's vision is to strategically partner with CSIRO to deliver secure and adaptive data and innovative information and technology solutions to give CSIRO the edge in the digital age!

The Information Management and Technology (IMT) Unit is an Enterprise Services function, led by the Chief Information Officer.

IMT supports the entire CSIRO environment and has an extensive portfolio of responsibility that covers the traditional enterprise ICT environment and, specialised high-performance computing designed to support Australia's premier research organisation.

The IMT team has over 350 employees across the following functions:

- **IT Infrastructure and Operations**
- **Cybersecurity**
- **Enterprise Systems/Application Management**
- **IT Governance and Compliance**
- **Information and Records Management**
- **Library Services**
- **Scientific Computing**

Some exciting achievements in CSIRO & IMT:

- Bringing Wi-Fi to the world - We invented and patented wireless local area network (WLAN) in the 1990's – a technology that has given us the freedom to work wirelessly in our homes and offices.
- We're using high performance computing and eResearch services to tackle big challenges in fields such as atmospheric modelling, satellite data, geoscience and astronomy.
- We've developed a range of apps and software solutions to support health and wellbeing, digital service delivery, energy efficiency and disaster management.
- Our high-performance computer, Virga, provides the computational power our researchers need to develop and apply world-leading deep learning techniques to solving the world's big problems.
- CSIRO IMT's Cloud Right and Data61's Deception as Service project teams were recognised at the 2023 Australian Information Industry Association (AIIA) state awards in Canberra on 22 June. (The awards recognise and reward excellence in Australian innovation.)

Find out more here: Information Technology - CSIRO

About the Role: Chief Information Officer

Summary

Tenure	Specified Term 3 years, Full-time
Salary Range	Attractive salary package negotiable for the right candidate + 15.4% superannuation.
Location	Preference for CSIRO's capital city sites including Melbourne, Sydney, Canberra, Brisbane. Other cities negotiable.
	(And with a willingness and ability to travel interstate and internationally as required).
Relocation Assistance	Will be provided to the successful candidate if required.
Applications are open to	Australian Citizens only
	(As the successful candidate will be required to undertake an Australian Government Negative Vetting 2 or Positive Vetting Security Clearance)
Position reports to the	Chief Operating Officer

Role Overview

At CSIRO we deliver transformative, positive impacts through science and technology.

The Chief Information Officer (CIO) reports to the Chief Operating Officer and is a member of CSIRO's Leadership Team. CSIRO's CIO will be a pragmatic and inspirational leader responsible for providing organisational wide strategic leadership to deliver innovative and robust information governance and cyber services in managing and delivering CSIRO's information systems and IT infrastructure. Delivering services and systems that support CSIRO's strategy, are operationally efficient and secure and support the organisation, as we push the boundaries of our science, working at the cutting edge of technological development.

Delivering strategic vision and leadership to the Information Technology and Management Unit, that incorporates information technology initiatives, technology strategy, planning, and implementation across CSRIO, the CIO will ensure that technology investments align with organisational goals; are considerate of innovative emerging technologies and digital transformation and are compliant with regulatory requirements to mitigate IT and security related risks. The CIO will be responsible for delivering board and executive communications on outcomes and impacts on CSIROs strategic goals and operations.

This role requires a technically proficient CIO who displays an inherent strategically focused business mindset that is attuned to organisational needs to drive sustainable transformation.

Key relationships

The CIO is responsible for establishing productive internal and external relationships with a wide range of stakeholders.

Key internal relationships include CSIRO's Board, Chief Executive, Leadership Team, enterprise and research units and the Digital Office. Externally this role will need to partner, build capability, share knowledge and innovate with relevant stakeholders including government, industry and the broader innovation community.

Duties and Key Result Areas

Strategic Leadership

- Utilising CSIRO's organisational strategy, develop and execute an IT vision and strategic plan that supports the organisation's digital and data strategies.
- Through inspiring leadership, articulate the vision for your Unit in a way that engages and empowers both the IMT team and wider CSIRO.
- Ensure financial activities within line of responsibility are managed within agreed parameters in line with Board direction, government policy and to build the long-term financial sustainability of CSIRO.
- In partnership with the CSIRO Chief Digital Officer (CDO), deliver IT-related elements of the CSIRO information and data governance environment as it evolves appropriate to CSIRO's legislative and corporate governance requirements.
- Lead delivery of an information, technology and cyber security compliance environment consistent with CSIRO policy and legislative obligations.
- Ensure legal, ethical and professional practices together with CSIRO values and Code of Conduct are adhered to.
- Anticipate and effectively respond to major emerging issues and critical incidents.
- Identify opportunities for improvement and lead transformational change that has demonstrable outcomes.
- Identify and mitigate IT-related risks to ensure data security and business continuity.
- Align to industry leading practices to achieve optimal outcomes for CSIRO's strategic, operational, and business requirements while meeting customer expectations.

Engagement and Partnerships

- Develop programs and initiatives to improve how the IM&T team engages and partners with key stakeholders.
- Build deep and trusted relationships with relevant internal and external stakeholders.
- Foster a culture of innovation and continuous improvement within the IM&T unit and across CSIRO.
- In partnership with the CDO, work with key stakeholders and the IM&T team to facilitate digital transformation and integrate emerging technologies.

- Develop and implement business systems and processes that are efficient, streamlined, and effective, harnessing the best available technology to support CSIRO's internal stakeholders.
- Influence and provide measured IT advice to senior leadership including C-Suite and the CSIRO Board in collaboration with the CDO.
- Represent CSIRO's IM&T in national and international forums.

Capability Leadership
- Present at Senate Estimates when required.
- 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.

Required Competencies for CSIRO Leaders

- Teamwork and Collaboration: Creates and fosters a high-performing environment of cooperation and collaboration across business units and teams. Facilitate positive team relationships to build interactions across Business Units and the broader organisation.

- Influence and Communication: Communicates clearly and influences effectively, particularly when building behind the scenes support and the tactical use of information to gain support to deliver programs that meet business objectives.

- Resource Management/Leadership: Defines and contributes to Business Unit / Sector / 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 technical, commercial or management problems which have a significant impact upon the field of research, professional function, the Business Unit or the organisation. Often where situations faced have little or no precedent and require original concepts and approaches.

- Independence: Invests 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 accountability for the outcomes of decisions or 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 Pre-requisites

- Education/qualifications:
  - A bachelor's degree in computer science, information technology, business administration, or a related field from an Australian tertiary institution, or equivalent experience which is appropriate to the classification and duties of the role.

- Leadership:
  - Demonstrated ability to develop and execute an IT vision and strategic plan that supports the organisation's goals and sustainability.
  - A record of strong leadership with significant experience leading large multi-disciplinary and multi-site teams through an inspiring and collaborative approach.
  - Demonstrated technical knowledge and extensive experience in developing and implementing business systems and processes that are efficient, streamlined and effective and which harness best-available technology.
  - Demonstrated ability to anticipate and successfully manage major conceptual technical, commercial or management problems, which have a significant impact.

- Stakeholder Management:
  - Highly developed written and oral communication skills across a variety of media and audiences; demonstrated experience communicating in a highly technical and/or scientific environment.
  - Demonstrated experience in building and maintaining strong professional and collaborative working relationships across various disciplines at all levels, both within the organisation and externally.
  - Experience developing and maintaining strong working relationships and providing measured and commercial advice while establishing yourself as a trusted advisor with the Board, Chief Executive, and Executive teams.

- Change Management:
  - Demonstrated experience leading transformational change with proven outcomes.
  - Ability to foster a culture of innovation and continuous improvement within the IM&T department.
  - Proven track record of facilitating digital transformation and integrating emerging technologies.
  - Extensive experience in developing and implementing business systems and processes that are efficient, streamlined, and effective, harnessing the best available technology.

- Experience identifying and mitigating IT-related risks to ensure data security and business continuity.
  - Financial and Budget Management:
    - Proven ability to proactively manage financial resources, including budgeting, forecasting, resource management, and managing significant funding streams or programs.
    - Experience implementing cost-effective IT solutions that enhance business performance.
    - Ability to align IT budgets with strategic business goals and deliver value.
    - Effective management of relationships with external IT vendors and service providers, including negotiating contracts and managing vendor performance.

  - Professional ethics:
    - Exemplary professional ethics and conduct, including professional and respectful workplace behaviour.

  - Travel:
    - The willingness and ability to travel interstate and internationally, as required, noting that CSIRO works hard to accommodate personal arrangements.

Desirable Pre-requisites
- Demonstrated experience working in, and deep technical knowledge and understanding of information governance in the Commonwealth operating environment.
- Experience working in a research organisation and an awareness and understanding of the IMT issues arising in the research context.
- Experience in leading delivery of infrastructure for digital science including a track record in development and delivery of responsible Artificial Intelligence solutions, world class HPC, and high-performance data infrastructure.

Special and Essential Requirements

The successful candidate will be required to undertake a **National Police Clearance** or equivalent as well as an **Australian Government Negative Vetting 2 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

Due to the level of security clearances required for this role, applications for this position are open to **Australian Citizens only.**
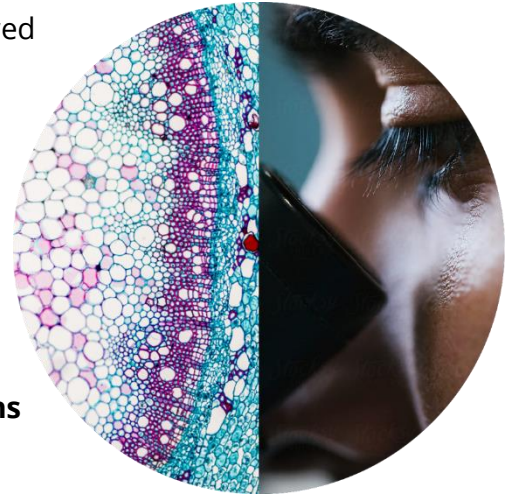
To Apply

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.

Please note that applications close 11:59pm on Monday 4th November, 2024 Australian Eastern Standard Time.

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

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As Australia's national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.

CSIRO. Unlocking a better future for everyone.

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csiro.au