



Position Details

General Management – CSOF8

Job Title	Director of Organisational Development
Job Reference	99087
Tenure	Fixed term 3 years, full time
Salary Range	Attractive salary package available including 15.4% superannuation
Location(s)	Melbourne or Canberra preferred. Other capital city locations considered.
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	Australian and New Zealand Citizens and Australian Permanent Residents Only
Position reports to the	Chief People Officer
Client Focus – Internal	90%
Client Focus – External	10%
Number of Direct Reports	TBC
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

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](#).

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](#).



Role overview

As leader of the OD Unit, you will oversee a broad range of People functions including:

- Workforce planning, talent sourcing and attraction, building future talent pipelines, leadership and learning, mobility and onboarding of talent ensuring CSIRO remains a true (global) destination employer
- Elevating Indigenous employment as an organisational priority linked to CSIRO's and Australia's scientific objectives
- Leading the Diversity, Inclusion and Belonging Strategy, leading initiatives to build a future-ready workforce that reflects CSIRO's values and aspirations
- Leading culture and talent management initiatives including succession planning and employee engagement
- Capability building, compliance training, and career development programs
- People data, analysis and insights: Leveraging analytics to inform strategy and enhance organisational impact.

The OD Unit is the engine room for understanding workforce trends, accessing critical talent and skills, and developing the capabilities CSIRO needs to thrive. By enabling career mobility, driving multi-skilling, and nurturing partnerships with industry, we position CSIRO—and our people—for sustainable growth and innovation.

As the Director of Organisational Development, you will enable collective impact and re-define how organisational performance, strategy and frameworks are measured and creating an environment where we treat our people with respect and fairness in line with our values, and people are passionate about working at CSIRO.

Collectively, these strategic teams underpin the CSIRO's organisational development strategy.

Business Unit Leadership

Reporting to the Chief People Officer, the Director of Organisational Development is a significant leadership role that forms part of the CSIRO Leadership Team. The Director of Organisational Development is accountable for the delivery of the range of services in the OD Unit and to operate as an organisational leader.

Strategic Development / Strategic Leadership

In this pivotal role, you will guide the development and implementation of CSIRO's organisational development strategies. Collaborating with the CSIRO Leadership Team and Business Units, you will:

- Set the strategic direction for workforce planning and organisational growth.
- Embed a culture of excellence, inclusion, and collaboration.
- Drive innovation in talent attraction, leadership & workforce development, and cultural transformation.



Duties and Key Result Areas:

As Director of Organisational Development, your responsibilities will include:

- Leading high performing teams of specialists to deliver impactful organisational development services aligned with CSIRO's strategic objectives.
- Designing, implementing, and continuously refining CSIRO's culture strategy and organisational effectiveness initiatives to address priority areas and drive positive change.
- Provide strategic advice and efficient services regarding the OD portfolio, leveraging best practice, innovative processes, and systems across the National Innovation System.
- Fostering cooperation and breaking down silos across CSIRO to advance the People agenda, ensuring seamless information sharing, communication and collaboration.
- Driving diversity, inclusion, and belonging initiatives through the development and delivery of strategies, frameworks, and programs that meet current and future workforce needs.
- Developing and executing the business plan to achieve the organisational cultural objectives and maintain strategic alignment with CSIRO's broader strategic direction.
- Enhancing CSIRO's global reputation as a destination employer for the brightest talent in the industry, by shaping a compelling and contemporary employee value proposition aligned to the CSIRO People strategy.
- Leading initiatives aimed at identifying key talent, capability, and career development programs, enhancing leadership capability, robust talent management practices, and workforce planning to meet CSIRO's strategic goals.
- Plan and execute programs that enhance staff engagement, strengthen employer branding, and improve recruitment and retention outcomes.
- Leveraging strategic data insights and analytics to inform and drive strategic decision making across the organisation.
- Champion initiatives addressing the future skills landscape and workforce transformation, addressing rapid organisational changes, emerging AI and technology trends, and evolving workforce needs. Develop strategies to build critical capabilities and adapt to the pace of change.



- Building and maintaining strategic relationships and partnerships with external stakeholders including suppliers, government departments and universities (within Australia and Globally)
- 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
- Ensure the successful transition of the Organisational Development team to the new structure, supporting commercial and cultural realisation of the transformation.
- Deputise for the Chief People Officer when required.

About You

We are looking for a strategic, engaging and charismatic Director to join CSIRO's People Leadership Team. You will bring a deep understanding and experience in leading specialist HR teams within complex organisations of comparable size and scale. Experience spanning both industry and government contexts will be highly regarded.

As a dynamic and engaging leader, you will bring strong interpersonal and communication skills with experience forging and maintaining respectful and collaborative relationships with your board, your executive and senior leaders across your organisation as well as your external stakeholders.

You have demonstrated experience in leading and implementing organisational development strategies. You bring empowering people leadership capabilities, high integrity and are viewed as an inspirational, values-based leader who sets a visionary direction with your teams.

Selection Criteria

Essential

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

1. Tertiary qualifications in Human Resources, Law Business Management, or equivalent experience.
2. Significant experience in leading strategic, at scale organisational development including culture, inclusion and talent recruitment strategies in complex structures.
3. Proven track record in building rapport and influencing effectively with diverse stakeholder groups, including a Board of Directors and Executive Teams, to inform strategic and operational decisions for People programs and services.



4. Proven experience at leading Organisational Development teams in large, complex organisations demonstrating knowledge of relevant policy frameworks, cultural and business drivers to inform the development and implementation of strategies and initiatives.
5. Outstanding people leadership capabilities, with proven ability to identify, lead and nurture a diverse team across a range of OD and People services
6. Demonstrated ability leading large, complex and critical projects. Proven project management skills and the ability to prioritise effectively to meet key milestones.
7. Proven track record of strategic thinking and applying a future focus outlook to develop impactful outcomes for the organisation.
8. Signification success in identifying and nurturing talent across diverse segments and executing at-scale talent acquisition and retention strategies including in the global market.
9. Demonstrated ability to respectfully engage with and amplify Aboriginal and Torres Strait Islander peoples, voices and perspectives, ensuring Indigenous self-determination is respected, recognised and upheld within the organisation and/or a commitment to develop this skill.

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 interactions across Business Units and the organisation.
- **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.
- **Judgment 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.

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.

Special Requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

- The successful candidate will undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
- The successful candidate may be required to provide contact details of at least one Aboriginal and/or Torres Strait Islander person to be a cultural referee to confirm their ability to respectfully engage with Aboriginal and/or Torres Strait Islander peoples and uphold Indigenous self-determination.

About CSIRO:

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](#) for more information.

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

Applications close 11:59pm Australian Eastern Standard Time, Sunday 9th February 2025.

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