



Australia's National
Science Agency

Position Description Director, Science Impact and Policy

Information for applicants



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](#).

About CSIRO

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is one of the world's largest and most successful publicly funded research and development organisation with over 50 locations across Australia and internationally.

CSIRO is committed to complementing its world-class science capabilities with outcome-focused research that will generate economic, environmental, and social benefits for Australia in a global context.

The Office of the Chief Scientist (OCS) at CSIRO, via the Chief Scientist, is responsible for maintaining CSIRO research quality, integrity, and standards. The office leads CSIRO in prioritising science to deliver the greatest impact.

The project portfolio of the OCS includes initiatives that

- build CSIRO's reputation and trust both nationally and internationally
- ensure the delivery of real world science impact with the best research partners
- support strategic capability and capacity building
- support best practice in research design and conduct.
- address the gaps in the translation/commercialisation of research and technology

About CSIRO Science Impact and Policy

At CSIRO we solve the greatest challenges through innovative science and technology. We are one of the most trusted organisations in Australia with a reputation for conducting our work to the highest standards of science excellence, integrity, impartiality and independence. Our purpose for conducting our scientific research is to deliver impact from that new knowledge and to support industry and we do these in accordance with CSIRO's Science and Delivery policy.

The CSIRO Science Impact and Policy business unit works with the scientists and engineers across CSIRO to support the excellence of CSIRO's research and to ensure that our research is conducted in line with ethical responsibilities. The Science Impact and Policy business unit includes teams that manage several central research funding programs and supports CSIRO's Science Council, monitors and reports on the health of CSIRO's science, manages the animal and human ethics procedures and committees and delivers the CSIRO Industry PhD program (part of the National Industry PhD Program) and strategic scientific, research and university partnerships. The Science Impact and Policy business unit also supports the Trustee of the Science and Industry Endowment Fund (SIEF) for the administration of that Fund's programs. The Science Impact and Policy business unit is distributed across a number of capital cities.

About the role

The role of Director, CSIRO Science Impact and Policy presents an important opportunity to support CSIRO to deliver impact to industry, society, and the environment.

This successful applicant will have a deep background in scientific research and development with the ability to support the organisation to maintain the highest standards of science excellence and integrity. The role requires a visionary leader with experience in managing portfolios of projects and people within the research and development domain, strong problem solving and with best practice governance experience. Outcomes are achieved through influencing and guidance at multiple levels in CSIRO and for that reason strong interpersonal skills are essential for effectiveness.

The Director will be a member of the CSIRO Leadership team (CLT) and have outstanding collaboration, communication, and emotional intelligence skills.

Strategic leadership

- Building on the business unit's success, lead the Science Impact and Policy teams to realise its vision in partnership with stakeholders. The vision is that the team supports CSIRO's scientists and engineers to ensure their applied research is conducted at a high level of excellence and ethical standards.
- Through both policy and funding programs, and working closely in collaboration with the science business units, support CSIRO to maintain an environment characterised by science and engineering excellence, creativity, innovation and collaboration.
- Ensure effective implementation of CSIRO's governance and decision-making frameworks to build an environment of transparency and trust and compliance with legislation and national standards in relation to regulated areas of ethics.
- Chair CSIRO's Science Council.
- Active membership of the CSIRO Leadership Team, and the Office of the Chief Scientist Leadership Team.
- With external stakeholders (including the education and publicly funded research sector and government), position CSIRO as a leader in ethical approach as described in CSIRO's Science and Delivery policy.

Capability leadership

- Attract, develop and retain world class talent that will meet current and future needs.
- Strive for 'Zero Harm' (physical and psychological) through a commitment to a healthy, safe and an environmentally sustainable workplace.
- Empower staff with sufficient autonomy to pursue innovative science and technology

that encourages the creative exchange of ideas within the context of the broader CSIRO and BU Strategic plan and vision.

- Model appropriate and professional behaviour in the workplace and manage people matters proactively.
- Lead and champion change and collaboration across the organisation.
- Provide leadership to approximately 30 staff and affiliate



Engagement and partnerships

- Support CSIRO to drive to the highest standards of science excellence, integrity, impartiality, and independence of research in line with the Science and Delivery policy during the conduct of research.
- Develop and maintain strategic relationships with stakeholders, clients and partners to ensure alignment of the business unit's activities with the needs of the nation, including partnerships with universities.
- Provide trusted advice to government, industry and the community, in consultation with the Chief Scientist.
- Undertake high level national/international representation of CSIRO as required.

Director, CSIRO Science Impact and Policy

Qualifications

- Postgraduate Tertiary qualifications in a relevant field, preferably in Science
- Desirable – PhD in Business or Science

Critical experiences

- Has led large research teams that are multi-disciplinary in nature.
- Has developed collaborative relationships with key stakeholders.
- Has managed significant funding streams or programs.
- Has led or participated in programs that enhance research excellence, ethics at scale in a diverse and complex organisation.

- Has grown a culture that is inclusive, puts people first and strives for excellence, diversity, and teamwork.
- Has led significant change processes in a large and complex organisation.

Strategic impact

- Nurturing ‘boundary spanning’ activities to develop client opportunities that enrich the quality and breadth of research in CSIRO.
- Creating the vision for employees to strive to deliver on strategy through the sharing of knowledge, and exposure to relevant experiences.
- Leading our nation’s innovation system to grow competitive advantage and resolve future scientific and technology challenges.

Selection criteria

1. Established credibility and respect in science and management activities commensurate with the standing of the role. Postgraduate qualification in relevant field (preferably in Science).
2. Evidence of strong engagement skills, strategic relationship management and governance familiarity.
3. Demonstrated ability to attract, retain, empower and develop world-class talent and to promote well-being, diversity and foster creativity and innovation.
4. Demonstrated track record in leading a multi-site large and complex operation including managing financial resources and creating a safe and healthy workplace.
5. Established track record of building, driving and embedding cultural change and effective change management.
6. Strong leadership and emotional intelligence skills that demonstrate the ability to unite, align and motivate disparate groups.
7. Values and behaviours are exemplary, and actively promotes cross-organisation collaboration.

Top 3 KPIs (e.g.)

Science Excellence

Sustainable business model

Employee engagement

Where I spend my time

40% Business Unit leadership

20% Enterprise leadership

40% Internal/external relationships

What does success look like?

- I am building an innovative, sustainable and high-performing leadership team who are clear on the vision for CSIRO Science Impact and Policy and are empowered and enabled to drive and the programs of work that deliver high quality outcomes for CSIRO.
- I am delivering the Science Impact and Policy role in delivery of CSIRO's strategy and objectives.
- I am collaborating effectively across CSIRO and with national and international stakeholders in the research sector, government, and universities to deliver CSIRO's Science and Delivery policy.
- I am influencing through my strong networks and relationships across CSIRO Business Units to ensure awareness of and compliance with CSIRO's Policies and Procedures in relation to the Science and Delivery policy, and programs that underpin the excellence of CSIRO's science and engineering.
- In consultation with the Chief Scientist, I am consulting with stakeholders and Government to understand problems and co-design solutions that meet future needs and are relevant for CSIRO.
- I am managing the talent and capability within the business unit to ensure we are diverse and inclusive and with the right capability for today and into the future.

Key relationships

My fellow CSIRO Leadership Team colleagues to collaborate and bring together capability to deliver outcomes.

My Industry and Government networks to partner, advise and innovate.

My Leadership team to deliver strategic outcomes, build capability and meet goals.

Key customers

My Fellow CSIRO leaders to collaborate and supply capability to delivery on our strategic objectives.

Government agencies and policy makers, to understand national priorities, provide advice and transfer knowledge.

Conditions of employment

- An attractive senior salary package will be offered to the successful candidate.
- CSIRO offers four weeks recreation leave and 15 days sick leave and carer's leave apply.
- CSIRO has a competitive flexible working policy.
- Regular interstate and some international travel will be required for this role.
- Relocation and immigration assistance will be provided to the successful candidate where required.
- This position is for a three-year fixed term.
- A security clearance (minimum of baseline) and an Australian National Police Check will be required for this role.

Location

The preferred locations for this role include Clayton, Melbourne, Eveleigh, Sydney, Black Mountain, Canberra, however other locations may be considered.

Apply

Global executive search and leadership consulting firm, Korn Ferry, is assisting CSIRO with this search.

All applications and enquiries should be directed via email to: CSIROSIP@kornferry.com

Applications should include your Curriculum Vitae and a statement of no more than two pages outlining how your skills, knowledge, experience and qualifications make you the best person for the role.

Please do not apply for this role via CSIRO careers, applications will only be accepted via email at CSIROSIP@kornferry.com

Applications close at 11:59pm on Wednesday 5 July, 2023.

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.

Contact us

1300 363 400

+61 3 9545 2176

csiro.au