# Position Details: Associate Director, Strategy Consulting (Mineral Resources and Processing)

## Research consulting – CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Associate Director, Strategy Consulting (Mineral Resources and Processing) |
| Job Reference | 92869 |
| Tenure | Specified Term of 3 years  Full-time (part-time would be considered for the right candidate) |
| Salary Range | $146,207 - $161,767, plus up to 15.4% superannuation |
| Location(s) | Melbourne, Sydney, Brisbane or Perth |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian and New Zealand Citizens * Australian Permanent Residents |
| Position reports to the | Director, CSIRO Futures |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | Up to 4, project-based |
| Enquire about this job | Contact Tim Carroll at 325 Consulting on [tcarroll@325consulting.com](mailto:tcarroll@325consulting.com) |
| How to apply | Apply to Tim at [tcarroll@325consulting.com](mailto:tcarroll@325consulting.com) |

### Role Overview

[CSIRO Futures](https://www.csiro.au/en/Showcase/CSIRO-Futures) is the strategic and economic advisory arm of CSIRO – Australia’s national science agency.

**Why join CSIRO Futures?**

* Work on globally impactful challenges – We work with forward thinking industry and government customers to tackle the world’s most important challenges, including energy transition, sustainable food production and resilient healthcare systems.
* Unparalleled access to scientific expertise – CSIRO sits at the cutting edge of science and technology. CSIRO Futures has direct access to over 5,000 world leading researchers and technologists to ensure our insights are deeper and more evidence-based than other consultancies.
* Innovate for Australia’s future – We draw on our extensive consulting and economic analysis capabilities to identify growth opportunities in existing and emerging industries, and develop strategies for how Australia can pursue them.
* Professional development – Beyond CSIRO’s commitment to dedicated learning and development days, the complex and multi-stakeholder nature of CSIRO Futures projects provide significant senior leadership and management experience compared to other consultancies.
* Flexible working arrangements – Our team offers a variety of flexible working arrangements including working from home.

**The position**

The global mineral resources and processing sectors are undergoing significant transformation with many opportunities underpinned or supported by emerging science and technology. Over the past decade, CSIRO Futures has been actively involved in projects that have helped shape the national discussion. This includes positioning Australia to seize opportunities in the energy transition, respond to critical mineral demand, and support the development of a thriving Australian mining, equipment, technology and services (METS) sector.

As an Associate Director, you will be responsible for setting direction and overseeing the delivery of national-scale industry roadmaps, technology strategies and technology scans focussed on mineral resources and processing sectors. Drawing on CSIRO’s world leading experts, you will advise decision makers as they develop strategies to use science and technology to transform existing industries and create new triple bottom line opportunities for Australia.

You will also form part of the CSIRO Futures leadership team, helping to set direction and support its continued growth and development. This includes helping direct and create greater opportunities for national impact, supporting the professional and personal development of the team and continuing to strengthen the team’s culture and operating practices.

### Duties and Key Result Areas:

As part of the CSIRO Futures leadership team, duties and key result areas are spread across sector leadership and practice management.

* Sector Leadership
  + Lead the development of the CSIRO Futures Mineral Resources and Processing sector strategy working in collaboration with CSIRO Minerals and Manufacturing Business Unit leaders, CSIRO Corporate Strategy team and selected customers.
  + Develop the Resources and Processing project pipeline, leading the identification of customers and opportunities and proposal development in collaboration with CSIRO leaders.
  + Contribute to the scoping and delivery of multiple national-scale roadmaps and strategic advisory projects across the Mineral Resources and Processing portfolio, working closely with managers and project teams (typically 2 – 5 people).
  + Provide project quality assurance and direction setting of major reports and projects, including shaping their overall narratives and ensuring their conclusions are based on robust evidence.
  + Liaise with CSIRO and external customers to determine their needs, tailoring solutions to potentially conflicting requirements, taking personal responsibility for customer satisfaction, and correcting problems promptly and in a constructive manner.
  + Actively develop knowledge of CSIRO’s science and technology domains, including developing a strong working relationship with CSIRO research experts.
* Practice Management
  + Contribute to team growth and development: guiding and supporting activities related to team culture, strategy, resource allocation and development, and providing other day-to-day team leadership support and guidance.
  + Line management: performing line management responsibilities for 2-4 team members, ensuring their development to achieve CSIRO Futures goals. Informally coach/mentor other team members where appropriate.
  + Oversee a practice management domain: setting direction, tracking activities and guiding team effort across a practice management domain (e.g. learning and development, global engagement, impact tracking or marketing). This domain will be selected with consideration of the preferred candidates’ interest and in collaboration with the Futures leadership team.
  + Actively support CSIRO Strategy: participating in CSIRO Missions, Future Science Platforms and other corporate initiatives.
  + Develop CSIRO Futures presence: attending or presenting at internal and external events and conferences and responding to media related to projects.
  + 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.

## **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:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.
* **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:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## **Selection Criteria**

#### Essential

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

1. Undergraduate qualifications in science, engineering, business, finance or economics or a related field that includes a significant analytical component.
2. Experience leading strategy consulting projects for mineral resources and processing sectors working within the industry in a technology or strategy related role.
3. Broad understanding of future trends, opportunities and challenges facing the mineral resources sector, such as critical minerals value chains, sustainability and decarbonisation.
4. Experience in autonomously leading people and teams on strategic management consulting projects focused on the mineral resources and processing sectors that include the gathering, evaluation, analysis and synthesis of a broad range of information to develop robust insights and input into strategic decision making.
5. Experience contributing to broader team management activities such as around team strategy, development and operations.
6. Experience developing people and capabilities and prompting a positive working culture and team environment.
7. Experience in generating professional quality client-facing written reports and deliverables that clearly communicate analysis and key insights.
8. Excellent interpersonal, oral communication and presentation skills, including experience in proactively collaborating and consulting with internal and external stakeholders.
9. Ability to demonstrate adaptability, modifying project methodology in real time and being able to justify the change.

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent as well as other security/medical/character clearance requirements. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!