# Position Details

## Research Projects- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | AusSRC Head of Development |
| Job Reference | 92643 |
| Tenure | Indefinite  Full-time. Part-time considered, min 60 hours per fortnight required. |
| Salary Range | AU$121,455- AU$142,321 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Perth, Western Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian / New Zealand Citizens or Australian Permanent Residents |
| Position reports to | Eric Bastholm |
| Number of Direct Reports | 5-10 |
| Enquire about this job | Contact Dr Karen Lee-Waddell via email at karen.lee-waddell@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).

**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](https://www.csiro.au/en/about/policies/child-safe-policy).

### Role Overview

The Square Kilometre Array Observatory (SKAO) is an intergovernmental project to build the world’s largest radio telescopes. In order to fully exploit the scientific output of the immense amount of data flowing from the telescopes, the SKAO is working with science communities across the world through SKA Regional Centres (SRCs), which are nationally lead hubs that form the basis of a global compute and science support infrastructure.

The Australian SKA Regional Centre (AusSRC) is Australia’s portion of this international network and has been funded – by the Australian Government through the Department of Industry, Science, and Resources (DISR) – $63 million from FY 2022/23 to 2030/31, to establish and build capability to support the Australian and international SKA science communities, thereby ushering in the next era of astronomical discovery and advanced data processing.

For the next few years of the AusSRC program, focus will be on facilitating and enhancing the scientific output of Australian SKA Precursors: the Murchison Widefield Array (MWA) and the Australian SKA Pathfinder (ASKAP). Working with science teams as well as local resource providers, the AusSRC will help to develop scalable post-processing and data analysis strategies and automated workflows that could eventually be applied to data from the SKA telescopes. Effort will also be directed to establishing and prototyping various aspects of the international SRC Network, including data distribution and archiving frameworks, operational requirements and pipelines, and user interfaces.

The Commonwealth Scientific and Industrial Research Organisation (CSIRO), Curtin University, Pawsey Supercomputing Research Centre, and The University of Western Australia (UWA) are the four foundation partners formally collaborating, through an unincorporated joint venture agreement, to support and develop the AusSRC into a long-term national facility. We are now seeking personnel for key leadership roles that will guide and expand the AusSRC beyond its Design Study / prototype phase. The role of AusSRC Head of Development will be employed and line managed by CSIRO. Functional management of day-to-day activities of this role will be the responsibility of the AusSRC Director.

### Duties and Key Result Areas

* Work as one of the senior personnel in the AusSRC management team, providing vision and leadership for the overall program and an individual team of 5-10 personnel.
* Lead the development of the AusSRC full stack systems based on requirements and inputs from the SKAO, international SRC Network, and the Australian SKA Precursors: the Murchison Widefield Array (MWA) and the Australian SKA Pathfinder (ASKAP).
* Execute of a range of projects focused on supporting and improving the science outputs of ASKAP and the MWA in order to enable the development of precursor driven requirements.
* Prototype solutions for visual data analysis of SKA-scale data and verification using ASKAP and MWA science projects.
* Participate in the development and verification of the international SRC Network and SKA Science Data Archive, particularly through prototyping and deploying elements of the proposed infrastructure to support the global network.
* Establish links, develop strategies and collaborative projects with Australian information and technology companies that can assist with achieving the above goals.
* Undertake any other reasonable duties as directed.

## **Selection Criteria**

#### Essential

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

1. A degree or equivalent relevant work experience in computer science, information technology, computer engineering, or related field.
2. Experience leading software and computing development teams with an understanding of system architecture concepts and the relationship between architecture and system quality.
3. Good motivational skills and strong organisational skills.
4. The ability to communicate openly, effectively, and respectfully with personnel, stakeholders, and external agencies in the interests of good business practice, collaboration, and enhancement of the AusSRC’s reputation.

## **Desirable**

1. A record of successful leadership and management of teams, promoting diversity and developing an inclusive, high-performing culture, including recruitment, capability development and performance management.
2. An understanding of Lean/Agile/Scaled Agile and DevOps processes.
3. Knowledge or interest in astronomy.

## **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 team 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.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals 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. Visit [CSIRO Online](http://www.csiro.au/) and [AusSRC – Australian SKA Regional Centre](https://aussrc.org/) for more information.

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