# Position Details

## Research Management- CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Research Group Leader – Enterprise Resilience Group |
| Job Reference | 98377 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$157K – AU$174K per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Perth WA (preferred); Adelaide SA may be considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Research Director – Systems, CSIRO Agriculture and Food |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 5 Team Leaders |
| Enquire about this job | Contact Dr Ben Trevaskis (Research Director) via email at [Ben.Trevaskis@csiro.au](mailto:Ben.Trevaskis@csiro.au) or phone +61 2 6246 5045 |
| 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).

### Role Overview

The general role of Research Management staff in CSIRO is to initiate, develop, lead and promote CSIRO's research capability for the benefit of Australia's economy, society/community and/or environment. Whilst the role often has an individual research component, the primary responsibility is the management and/or leadership of research, client relationships, staff and other resources. Research Management staff are responsible for ensuring delivery of scientific results to clients. In accordance with Business Unit and Sector research plans, they will undertake the establishment and facilitation of multi-team and multi-organisational, collaborative research programs leading to the delivery of results to clients.

This specific role is to lead the ‘Enterprise Resilience’ research group. The group uses novel practices, interventions and analytics to enhance the resilience and profitability of farms. They combine expertise in crop and grazing systems research, together with farm enterprise economics. This includes people who undertake field research, spatiotemporal and systems modelling, and who are at the forefront of international research and innovation to manage the impact of climate on agriculture. By assembling expertise from WA, SA, NSW/ACT and QLD, the group addresses regional challenges across the nation.

The Research Group Leader implements the vision and direction of the Research Program, and contributes to its setting and planning, to deliver outputs, outcomes and impact through mission directed, multi-disciplinary and collaborative science.

The Research Group Leader role is an important frontline leadership role in CSIRO's Operating Model. The Group Leader is focused on impact, capability science, and people leadership, and plays a critical role supporting the Research Director in the management of the Program's portfolio of projects (e.g. monitoring performance - milestones and financial), infrastructure and other assets.

It is expected that Group Leaders will devote significant capacity (e.g. 40%) to operational and capability management, while maintaining active involvement in Business Development, project and science leadership. It is understood that the proportion of time on various role elements will vary (sometimes significantly) in different domains and sectors, due to the size and composition of the Group.

It is also expected that Research Group Leaders will maintain an active science career, including being deployed by the Research Director to lead projects within the Program, or across CSIRO. These may include joint/collaborative projects involving staff from other Groups in the Program/Business Unit and other parts of CSIRO plus external collaborators. Staff at the Group Leader level would typically manage larger scale/more complex Projects.

Key goals for the Group Leader are to help design the research strategy for this group, to maintain and grow the external customer base, to shape capability to meet future needs and to contribute to overall Business Unit strategy and culture shifts. They will also be supported to build and lead a portfolio of industry-funded research projects.

The ideal candidate will be a strong strategic thinker who can build collaborative research projects. They will have extensive research experience in agronomy, digital agriculture, agricultural economics or mixed-farming systems research.

### Duties and Key Result Areas

#### Impact Science Leadership

* Contribute to science impact planning for the Research Program; develop and implement the plans for the Research Group;
* Contribute to and participate in project and science review processes;
* Manage Group projects including prioritisation, allocation and delivery;
* Ensure science quality through quality assurance processes like ePublish reviews;
* Maintain an active individual science career, including delivery to projects and leadership of projects of scale and/or complexity;
* Develop an R&D working environment characterised by science excellence, creativity, innovation and flexibility;
* Identify new opportunities for science delivery, impact and adoption;
* Deliver on project solutions to external customers/stakeholders;
* Contribute to building the pipeline of contracts and external revenue for the Program;
* Ensure compliance with CSIRO’s Project Management Standard across the Group.

#### Capability Leadership

* Strive for ‘Zero Harm’ (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace;
* Attract, develop and retain world class talent which will meet current and future needs of the Group;
* Model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Maintain and develop capability which is aligned to CSIRO’s Business Unit goals;
* Build effective teams, manage career development for staff in the Group through effective Teams;
* Contribute to the development of the science and capability strategy for the Business Unit;
* Manage workforce deployment - including skills utilisation, absences, development, changes needed as Group projects evolve during execution;
* Lead change initiatives and deliver change messages across the Research Group and the Program.

#### Resource Leadership

* Support the Research Director in the management of financial resources, people, infrastructure and other assets to ensure their effective and efficient use;
* Monitor financial and project performance as appropriate;
* Ensure effective management of physical infrastructure and resources in an environmentally sustainable way;
* Comply with best practice governance and management of commercial activities and intellectual property in the Program.
* Contribute to long term planning for future science infrastructure.

#### Engagement and Partnerships

* Convey Business Unit strategy and Program goals to internal and external stakeholders;
* Cultivate cross-CSIRO networks to execute CSIRO’s Business Unit strategy;
* Coordinate engagement of Group staff with key stakeholders and clients;
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields;
* Engage with customers/stakeholders/partners and identify opportunities for future collaboration – including with other Programs, Business Units and beyond CSIRO (national and global innovation systems).

## **Selection Criteria**

#### Essential

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

1. A PhD and/or extensive research experience in a relevant discipline, such as agronomy, digital agriculture, agricultural economics or mixed-farming systems research.
2. Established reputation and credibility in the relevant science domain with evidence of effective science leadership or equivalent sector industry experience.
3. Demonstrated evidence of (or potential for) research leadership and delivery at the scale of the Research Group (~50 people).
4. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing, safety and foster creativity in multidisciplinary teams of up to 50 staff.
5. Evidence of strong engagement skills and relationship management that grows new science opportunities and supports commercial outcomes.
6. Demonstrated ability to lead individual and groups of projects of scale and/or complexity and manage financial and project performance.

## **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:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement 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.

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 [CSIRO Agriculture & Food](https://www.csiro.au/en/work-with-us/industries/agriculture/Ag-and-Food) 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