# Position Details

## Research Management- CSOF8

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| The following information is for applicants |
| Advertised Job Title | Principal/Senior Principal Research Scientist (Research Group Leader – Robotic Perception and Autonomy) |
| Job Reference | 98740 |
| Tenure | Indefinite |
| Salary Range | AU$157,833.00 - AU$219,245.00per annum (pro-rata for part-time)plus up to 15.4% superannuation |
| Location(s) | Pullenvale, Queensland |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Research Director - Cyber Physical Systems |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | Up to 6 reports |
| Enquire about this job | navinda.kottege@data61.csiro.au (Research Director), or james.leith@csiro.au (Human Resources Specialist Manager) |
| 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 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

CSIRO’s mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. CSIRO’s Data61 is the digital technologies and data science arm of Australia’s national science agency. With around 500 staff and another 500 affiliate staff through its network of university partners, Data61 represents one of the largest collections of R&D expertise in artificial intelligence, data science, cybersecurity, robotics, and software engineering in the world. With a focus on impact-driven science and technology, Data61 works across disciplines and industry sectors to solve some of the world’s greatest challenges through digital R&D. The Robotic Perception and Autonomy (RPA) group with around 30 full-time staff and a similar number of students and affiliates is one of the largest robotics research labs in Australia and is globally recognised.

We are now looking for a Research Group Leader to lead the Robotic Perception and Autonomy group and deliver on CSIRO’s mandate for world-class research that provides innovative solutions for industry, government and the community. 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 due to the size and composition of the Group.

It is expected that Group Leaders will maintain an active science career, including being employed 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/Research Unit and other parts of CSIRO plus external collaborators. Staff at the Group Leader level would typically manage larger scale/more complex Projects.

### The successful candidate must be a strategic thinker, collaborative and passionate in growing a world leading reputation in field robotics.

### Duties and Key Result Areas

**Impact Science Leadership**

* Contribute to science impact planning for the Research Program in collaboration with the Research Program Leadership Team; 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 internal (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 Research 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 CSIRO’s Research Portfolio goals to internal and external stakeholders;
* Cultivate cross-CSIRO networks to execute CSIRO’s Research Portfolio strategies;
* 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 the field of robotics;
* Engage with customers/stakeholders/partners and identify opportunities for future collaboration – including with other Programs, Research Units and beyond CSIRO (national and global innovation systems).

## **Selection Criteria**

* Internationally recognised research track record evidenced by a strong publication track record in robotics or a related discipline.
* Demonstrated ability to strategically develop programs and opportunities that respond to national and global research challenges in robotics.
* Evidence of strong industry and/ or government engagement and strategic relationship management that grows new project opportunities and supports positive and sustainable commercial outcomes.
* Evidence of research leadership and delivery at the scale of the Research Group.
* Evidence of ability to attract, retain, empower and develop world class talent and to promote wellbeing, safety and foster creativity in multidisciplinary teams of more than 25 members.
* Evidence of ability to establish productive teams, manage performance, undertake strategic planning and financial management, operationalise the strategic vision for staff, and gain commitment to the direction chosen.
* Evidence of strong engagement skills and relationship management that grows new science opportunities and supports commercial outcomes.
* Demonstrated ability to lead portfolios 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:** 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.
* **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 is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

Include if relevant:

* 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.
* *If you have any queries regarding finalising the Duties and Key Result Areas or the Special Requirements for this position, please consult with In-business HR or the Talent Acquisition Team.*

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO’s Data61](https://www.csiro.au/en/about/people/business-units/Data61) 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