# Position Details

## Administrative Services – CSOF6

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| The following information is for applicants |
| Advertised Job Title | RUIC Program Senior Facilitator (Southern QLD) |
| Job Reference | 98539 |
| Tenure | Specified Term to 30 June 2027, Full-time |
| Salary Range | $131,113 to $153,639 pa + Motor vehicle allowance + up to 15.4% superannuation |
| Location(s) | Brisbane preferred; other locations may also be considered - Darling Downs/South-West, North Coast |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Group Leader, SME Connect  |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Simon Hanson via email at simon.hanson@csiro.au (Out of office 24th Dec 2024 – 6th January 2025)  |
| 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).

**Diversity and Inclusion**

CSIRO is committed to recruit people representing the diversity across our society and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. CSIRO holds Gold Employer Status through the AWEI (Australian Workplace Equality Index), which sets a comparative benchmark for LGBTIQ+ inclusion for employers across all sectors.

### Role Overview

CSIRO SME Connect supports Australian start-ups and small to medium sized enterprises (SMEs) pursue innovation. We help SMEs from all sectors of the Australian economy by streamlining the connection and collaboration process between SMEs and research organisations including defining the business problem to be solved, and/or identifying the research opportunity; locating the right research or innovation capability to meet those needs; assisting at all stages of the collaboration process from start to finish; and support to access and apply for R&D funding. The team run a number of programs including CSIRO Kick-Start, Innovate to Grow and the Regional University Industry Collaboration (RUIC) Program.

**Regional University Industry Collaboration (RUIC) Program**

RUIC connects regional universities with start-ups and SMEs in Queensland to drive local innovation and economic growth through research collaboration.

Funded by the [Queensland Department of Environment, Science and Innovation (DESI)](https://www.desi.qld.gov.au/) and delivered by CSIRO’s specialist SME Connect team, this eligibility-based program will run until June 2027.

Launched in September 2024, the RUIC Program includes:

* End-to-end facilitation and dollar-matched funding of up to $50,000 for SME research projects, delivered by four regional Queensland universities.
* Masterclasses for researchers and SMEs to improve collaboration and create new commercial opportunities
* Regional networking events to connect researchers, industry and key stakeholders
* Delivery of 4 Queensland-specific [Innovate to Grow](https://www.csiro.au/en/work-with-us/funding-programs/SME/Innovate-to-Grow) cohorts

Partnering universities are [James Cook University](https://www.jcu.edu.au/), [Central Queensland University](https://www.cqu.edu.au/), [University of Southern Queensland](https://www.unisq.edu.au/) (USQ), and [University of the Sunshine Coast](https://www.usc.edu.au/) (UniSC).

The RUIC Program Senior Facilitator (South) role will require an understanding of the Queensland University and SME sectors with experience at the interface between industry and the research. The Facilitator will assist in building capabilities with researchers, managing SME leads, facilitating connections and applications and manage after-project feedback. A key aspect of the role will be working with start-ups and SMEs to help understand and articulate their research/development idea and connecting them with researchers at the two southern Partner Universities – UniSC and USQ. Other activities include building internal and external awareness for the program, integrating with the innovation ecosystem in your region, and partaking in key program planning and monitoring.

The RUIC Program Facilitator will operate with a high level of independence and network effectively with dynamic small Australian companies across their QLD region. The RUIC Program Facilitator will work closely with the RUIC Senior Facilitator (North) and Junior Facilitator as well as colleagues from across all SME Connect programs and wider CSIRO offerings.

### Duties and Key Result Areas

* Build close relationships with UniSC and USQ and provide a single point of contact for accessing and understanding the program and its benefits.
* Build and manage pipelines of start-up and SME applicants for RUIC, through development of relationships and networks across industry, industry bodies, innovation ecosystem, investors, research organisations, universities, and CSIRO.
* Facilitate R&D projects between start-ups/SMEs with the partnering universities; provide end-to-end support with project scoping, application preparation and regular check-ins to ensure both parties’ expectations are managed.
* Gain deep knowledge and foster capability building at the UniSC and USQ to expedite leads when engaging with SMEs.
* Engage with industry associations and develop deep networks across regional industry to grow knowledge of the program and identify new opportunities.
* Connect with the wider SME Connect team to ensure other opportunities (including follow-on funding) for businesses are identified.
* Present R&D Voucher applications to the Voucher Review Team for approval decision.
* Organise and facilitate masterclasses and network events at the UniSC and USQ and online.
* Support the Junior Facilitator and the Operations Support officer as required.
* Represent and promote CSIRO and our SME Connect Programs externally, including in public forums, with industry, the innovation ecosystem, the research sector, and Government.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Tertiary qualifications in science, engineering and/or business with business development experience, or equivalent skills, knowledge, and experience.
2. Demonstrated business acumen with experience in a publicly-funded research organisation (PFRO) or working in businesses that have successfully engaged with PFROs.
3. Demonstrated skills and experience in working as a facilitator to support Universities and SMEs to facilitate collaborative R&D partnerships and/or commercialisation of research.
4. Deep knowledge of the Queensland innovation ecosystem and opportunities for regional SMEs, with established relationships and a broad network across industry, universities and PFROs, government, and investors.
5. Highly developed engagement and networking skills with proven ability to facilitate R&D collaboration and build trusting and productive relationships with customers; extensive experience in negotiation and representation.
6. A history of achieving and exceeding performance targets.
7. Highly developed interpersonal skills, track record of contributing to, and supporting, cohesive teams; proven ability to establish productive relationships with colleagues.

## **Desirable**

1. Experience in presenting and or delivering learning sessions or masterclasses to business or research sector audiences.

## **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:** 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:** 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:** 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 is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) 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