# Position Details

## Research Management – CSOF7

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| The following information is for applicants |
| Advertised Job Title | Group Leader – Pest and Diseases Group |
| Job Reference | 101105 |
| Tenure and Work Schedule | Specified Term of 3 years |
| Salary Range | AU$157,833 to AU$174,631 pa + 15.4% superannuation*Internal Candidates: Substantive CSOF8 officers may be appointed to this role at their existing classification level* |
| Location(s) and Office Arrangements | On Site at Black Mountain (Canberra), ACTFlexible work options available |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens
* Australian Permanent Residents
* Australian Temporary Residents with a valid working visa for the duration of the specified term
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| Position reports to the | Research Director – Crops |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 4 - 10 |
| Enquire about this job | Contact Anne Rae (Research Director) via email at Anne.Rae@csiro.au  |
| Support and Workplace Adjustments | We offer a range of reasonable supports and workplace adjustments. Please let Laura Mason know via Careers.Online@csiro.au if we can help you to equitably participate in our recruitment process or the role itself |
| 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 |

**Acknowledgement of Country**

*\*\*\* Note: text in yellow highlight can be modified to suit the role. Please work with your Talent Acquisition partner if unsure of what to include.*

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).

**About CSIRO**

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world’s largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](https://www.csiro.au/research/indigenous-science), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](https://www.csiro.au/) for more information.

### Role Overview

The Crops Program within CSIRO’s [Agriculture & Food](https://www.csiro.au/en/about/people/research-units/Agriculture-and-Food) Research Unit delivers advanced genetics and selection tools that underpin breeding of crop varieties for future environments and market opportunities. Working with the wider Program Leadership team, the Group Leader – Pest and Diseases will contribute to, and implement, strategic direction and capability planning to deliver science impact through a creative and collaborative culture. The Group Leader will support the Research Director in the management and monitoring of the Program's research portfolio, of capability and talent development, and of assets and infrastructure. The Group Leader will be expected to devote 40% of their time to operational and capability management, while maintaining active involvement in business development, project and science leadership.

The Pest and Diseases Group delivers genetic solutions to protect crops from pests and pathogens that limit productivity. Impact science areas include resistance gene discovery and modification, with a focus on cereal rust diseases, and insect resistance in legume crops. The Group also develops cutting-edge genetic technologies including data-intensive prediction tools, and novel genome engineering approaches. The Group has a strong focus on science excellence and on delivery, via partnerships with industry, philanthropic agencies, and global research organisations. The Pest and Diseases Group is one of five groups in the Crops program, and includes 35 staff and affiliates in 4 Teams based at CSIRO’s Black Mountain site in Canberra.

Alongside the operational and capability leadership role, the Group Leader will lead an active science portfolio, drive new business development, and lead large scale projects with internal and external partners. The Group Leader will be expected to connect broadly within and across CSIRO Research Units and to have active national and international research networks.

### Duties and Key Result Areas

**Impact Science Leadership**

* Contribute to science impact planning, implementation and review of A&F’s Crops Program
* Catalyse science thinking - form/support science networks, sponsor exploratory and capability development projects
* Design, lead and deliver to projects of scale and/or complexity
* Engage key stakeholders and clients to build support for investment in problem/opportunity
* Develop an R&D working environment characterised by science excellence, creativity, inclusion, innovation and flexibility
* Identify new opportunities for science delivery, impact and adoption
* Ensure compliance with CSIRO’s Project Management Standard across the Group

**Capability Leadership**

* Strive for a healthy, safe and environmentally sustainable workplace
* Contribute to the development of the science and capability strategy for the Program, Research Unit and CSIRO
* Lead change initiatives and deliver change messages across the Research Group and Program
* Create an environment that enables others to achieve personal and CSIRO goals that align with CSIRO strategy
* Attract, develop and retain world class talent which will meet current and future needs of the Program
* Communicate openly, effectively and respectfully with all staff, clients and collaborators in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation
* Model appropriate and professional behaviour in the workplace and manage people matters proactively
* Manage project priorities, staff allocation and delivery

**Resource Leadership**

* Support the Research Director in resource management and long-term planning
* Monitor financial and project performance
* Comply with best practice governance and management of commercial activities and intellectual property in the Program

**Engagement and Partnerships**

* Convey Research Unit and Program strategy and goals to internal and external stakeholders
* Cultivate cross-CSIRO networks to execute the Group, Program and Research Unit strategy
* Co-ordinate engagement of Group staff with key stakeholders and clients
* Develop and maintain national and/or international research collaborations and professional networks.

Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A PhD (or equivalent) with managerial experience or qualifications; ***or*** managerial qualifications combined with significant experience and depth of understanding of science from either a research or industry background.
2. Proven leadership in a relevant field with demonstrated experience in designing and implementing novel approaches in crop genetic improvement for pest and/or disease resistance.
3. A thorough understanding of impact pathways, and the criteria for successful adoption of novel selection methods, traits and varieties.
4. Demonstrated excellence in interpersonal and people leadership skills, including ability to build collective direction across diverse disciplinary teams, navigate contentious issues, set guiding boundaries, reach consensus or compromise, and foster collaboration to achieve shared goals.
5. Evidence of engagement across a range of stakeholder types, resulting in strong and lasting relationships with successful business development outcomes that supports public good and commercial outcomes.
6. Demonstrated ability to lead individual and groups of projects of scale and/or complexity and manage financial and project performance.
7. Demonstrated commitment and success in mentoring, coaching, and developing staff, fostering individual growth, managing performance, and building cohesive, high-performing teams.

#### Desirable

1. A strong publication history of authorship on scientific papers in quality, peer reviewed journals and/or reports, grant applications or inventorship on patent applications

**Not sure if you meet all the criteria?**

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don’t let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

## **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 organisational interaction across CSIRO.
* **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 and understanding through 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.

**Setting You Up for Success**

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via the contact details on Page 1 if we can help you to equitably participate in our recruitment process or the role itself.

**Life at CSIRO and Flexible Working Arrangements**

We [work flexibly at CSIRO](https://www.csiro.au/en/careers/life-at-csiro/Flexible-work), offering a range of options for how, when and where you work.  We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](https://www.csiro.au/en/careers/life-at-csiro/Benefits) and [career development](https://www.csiro.au/en/careers/life-at-csiro/Career-development) opportunities. To learn more, visit [Careers at CSIRO](https://www.csiro.au/en/careers).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](https://www.csiro.au/en/careers/life-at-csiro/Diversity-inclusion-belonging) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit, and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

**CSIRO Values**

CSIRO is a values-based organisation committed to values-based leadership.

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| **Value** | **Descriptor** | **Behaviour** |
| **People First** | Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences.  | * Respectful
* Caring
* Inclusive
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| **Further Together** | We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems. | * Accountable
* Authentic
* Courageous
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| **Making it Real** | We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change. | * Partnering
* Cooperative
* Humble
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| **Trusted** | We’re driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia’s trust in CSIRO. | * Curious
* Adaptive
* Entrepreneurial
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**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).

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.