# Position Details

## Research Projects- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Strategic Engagement Lead, National Energy Analysis Centre (NEAC) |
| Job Reference | 100668 |
| Tenure and work schedule | Specified Term of 3 years. Full-time.  We will explore options for part-time, job-share and flexible work arrangements based on needs of the role and individual circumstances. |
| Salary Range | AU$131k - AU$153k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) and office arrangements | Newcastle, Melbourne, Brisbane, Canberra or Perth preferred.Any location with a CSIRO Energy presence may be considered.  Hybrid working available. Hybrid and flexible work options available. Remote options available. Flexible work options available. |
| 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 | Director, National Energy Analysis Centre |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Stephen Craig, Director NEAC, via email at stephen.craig@csiro.au |
| Support and workplace adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via email [nicole.poole@csiro.au](mailto:nicole.poole@csiro.au) or phone 02 9490 5618 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**  We encourage you to reach out if you require any support or experience difficulties when applying – please email [careers.online@csiro.au](mailto:careers.online@csiro.au) |

**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).

### 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.

## **About NEAC**

The National Energy Analysis Centre (NEAC) is CSIRO-led digital research infrastructure that will guide and streamline Australia's energy transition to net zero. NEAC builds on modern systems science, incorporating both human and technical aspects. It will be accessible to researchers, policymakers, innovators and industry for assessing options that inform the future of energy in Australia.

NEAC is comprised of:

1. NEAC Living Lab - A digitally connected, large-scale network of real people in real environments, sharing their energy use data and preferences, including from their own homes and businesses down to individual appliances.
2. NEAC Systems Science Toolbox - A system-level model and analysis suite for Australia's overall energy system, including electricity, heat, gas, coal, hydrogen and other emerging energy types; adjacent systems like water and the atmosphere; and mapping supply through to demand. The NEAC Systems Science Toolbox will allow users to interrogate the potential impacts of new approaches and technologies, incorporating rich systems analysis, workflow tools and data visualisation.
3. Physical Infrastructure Integration – Links from the virtual NEAC to physical facilities such as CSIRO’s Renewable Energy Integration Facility, to allow robust emulation, simulation and testing of energy innovations and future scenarios.

NEAC addresses the need to evolve from the siloed and fragmented nature of Australia's energy ecosystem to a coherent, data-informed, systems-science approach that enables faster and more holistic feedback for research, policy development and innovation, including the adoption of new products and practices, with a resultant risk reduction across all relevant technologies.

### Role Overview

The Strategic Engagement Lead is responsible for the interactions and relationship with NEAC’s users and the participants within the NEAC Living Lab. With a deep understanding of the energy industry, you will recruit and onboard NEAC Living Lab participants and maintain positive engagement with all parties. At the same time, you will work with NEAC’s users and potential users (researchers, planners, policymakers, industry etc) to articulate the evolving services of NEAC and help to bring research and innovation activities with NEAC to life.

### Duties and Key Result Areas

* Attraction, acquisition and activation of new NEAC Living Lab participants in alignment with NEAC's business strategy, service roadmap, and project priorities.
* Working with NEAC Living Lab participants and NEAC users inside and outside CSIRO to design and implement research and innovation trials, including strategies for participant recruitment and onboarding to meet desired trial outcomes.
* Development and execution of engagement and retention activities for NEAC users and NEAC Living Lab participants including responding to individual participant queries, issues and relationship management.
* Close collaboration with the NEAC Director and other NEAC team members on the development of the NEAC roadmap, capabilities, opportunities, systems and processes, including business planning, investment and engagement strategies.
* Supporting the NEAC Director in leading activities to build and maintain relationships with NEAC stakeholders, including liaison with CSIRO business development, legal, commercial and communications teams, to implement the NEAC strategy and facilitate external investment by a growing cohort of NEAC users and collaborators.
* Represent the organisation in external forums as required and may establish and lead such forums.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* Adherence to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, diversity initiatives and Zero Harm goals.
* Other duties as required. Duties and responsibilities may change over time as the work evolves, requiring flexibility and adaptability.
* Due to this being a national role with a geographically dispersed team, occasional travel will be required.

## **Selection Criteria**

#### Essential

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

1. A degree in science or engineering or equivalent.
2. Knowledge and experience of the energy sector and its transition including market, governance and technical aspects.
3. Meaningful experience in stakeholder engagement in government or industry, such as communication planning, channel management, market research, or community engagement.
4. Excellent communication and presentation skills including writing, editorial and brand development and experience presenting to senior stakeholders.
5. The ability to represent the whole initiative, convey technical concepts in an accessible way for stakeholders, and work with diverse cross-disciplinary teams.
6. Strong project management skills with the ability to manage multiple projects, budgets and deadlines.
7. The ability to work in a lead role, sensing the priorities, taking initiative, navigating ambiguity, and exercising sound judgement in resolving matters to achieve desired results.
8. The ability to work collaboratively within a purpose-driven, customer-focused agile team, supporting team priorities in a dynamic and innovative operational environment.

## **Desirable**

1. Experience working in a research environment, including familiarity with opportunity generation, data governance, privacy and ethics, and compliance in research contexts.
2. Understanding of digital product and infrastructure development.
3. Experience in managing suppliers.
4. Leadership team experience from a new and evolving initiative.

## **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:** 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.

## **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 email nicole.poole@csiro.au or phone 02 9490 5618 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 |
| **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 |
| **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 |
| **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 |

## **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

* 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.
* Occasional travel may be required.