# Position Details

## General Management – CSOF8

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| The following information is for applicants |
| Advertised Job Title | Director, CSIRO Publishing |
| Job Reference | 100903 |
| Tenure | Specified Term of 3 years |
| Salary Range | Attractive package plus up to 15.4% superannuation |
| Location(s) | Melbourne, Australia  |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates. Visa sponsorship may be provided to the successful candidate if required |
| Position reports to the | Director, CSIRO Science Connect |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 8 |
| Total team size | 50 |
| Enquire about this job | Contact Nicole Poole via nicole.poole@csiro.au  |
| How to apply | Apply online at <https://jobs.csiro.au/> If you experience difficulties when applying, please email 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).

### Role Overview

CSIRO Publishing is Australia's leading science publisher of quality scientific, technical and health journals and books. Through our publications we demonstrate the value of science and capture and share knowledge for future generations.

The CSIRO scholarly journals program commenced in 1948, and CSIRO Publishing was established as a stand-alone imprint and publishing house in 1995. Today we operate as a not-for-profit, editorially independent business within the Commonwealth Scientific and Industrial Research Organisation ([CSIRO](https://www.csiro.au/)). Our internationally recognised program covers a wide range of disciplines, including agriculture, plant and animal sciences, chemistry, health and environmental science. We have an extraordinarily broad product range – covering scholarly journals and academic texts through to trade publications and children’s books.

CSIRO Publishing has taken a leading position in Australia in forging a transition of our scholarly journals program towards a sustainable open access business model. We anticipate and embrace disruption of the ways in which we continue to communicate new ideas to the world and connect people to content that matters through our work. We seek an experienced senior publishing executive to be responsible for the strategic and day-to-day management of the publishing business and lead the team into a new phase of our operations.

CSIRO Publishing operates from within the CSIRO Science Connect Unit. This Unit comprises 5 market facing commercial businesses and each, within its market, connects society, communities, government and industries to science to improve innovation performance, collaboration and to solve some of the most pressing problems for Australia.

### Duties and Key Result Areas:

* **Strategic leadership** of the Publishing business – identify and set the strategic direction for the business with responsibility to secure and manage resources to deliver on strategy whilst managing risks – strategically position CSIRO through the publishing offering and align publishing team activity with CSIRO strategy.
* **Transformation leadership** –guide the business as it navigates the transformation of the scholarly journals program to a sustainable open access business model and the implementation of a financially sustainable long term commissioning strategy for the books program.
* **Business and commercial leadership** – drive the commercial operation and performance of the business to meet financial targets whist ensuring maintenance of the highest standards of integrity and quality in our offerings. Lead CSIRO's engagement and commercial relationships with the publishing sector in Australia and internationally. Identify and exploit opportunities of strategic significance, including the development of new business and leveraging existing markets.
* **Deliver on commitments** through:
	+ leadership and development of a high performing team which is professional, customer focused and aligned to strategy. Fostering innovation in the team and a culture where staff can reach their full potential, undertaking coaching, mentoring and development, performance management and issues management.
	+ management of risk of operations including compliance with legal and statutory responsibilities.
	+ preparing and implementing strategic and financial plans and monitoring progress to ensure the business successfully attains its mission and objectives.
	+ developing and directing the implementation of policies and procedures to ensure the business complies with all legal, safety and other statutory obligations.
* **Build collaborative stakeholder networks** – actively engage with key stakeholders in academic publishing to develop, drive and implement our growth strategies including for our open access journal program. Engage with internal and external stakeholders to build and maintain extensive networks, position CSIRO’s publishing offering, secure support and resources to deliver impact.
* **Contribute to CSIRO** – as a member of CSIRO Science Connect Leadership Team, and be able to lead, cross-functional task forces/policy bodies and committees to provide and gain a broader corporate perspective.

## **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:** 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.

## **Selection Criteria**

#### Essential

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

1. Deep knowledge and experience in the publishing industry with proven record of success in senior level management in the industry.
2. Demonstrated ability to provide high level strategic leadership, encompassing innovative strategic planning and implementation, business growth, appropriate governance, risk management, change management and effective resource management aligned to strategy.
3. Demonstrated commercial skills, business acumen and experience with the management of a multi-million-dollar budget including full P & L responsibility.
4. Extensive senior level experience of successful management of people and resources with a strong record of building high performing and cohesive teams, values-based leadership and management of teams through change.
5. Strong familiarity with key technologies and standards used in digital information products and services including AI and the ability to exploit these for business growth whilst managing ethical and legal considerations.
6. Relevant tertiary qualifications in Science or Business.

## **Desirable:**

1. Experience working in a scientific or research organisation.
2. Experience working in a government or not for profit sector.
3. Demonstrated ability to build and maintain high trust, respected and collaborative working relationships across a wide range of disciplines at all levels of the organisation and with external stakeholders.

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people 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. To find out more visit us [online](http://www.csiro.au/)!

Find out more about [CSIRO Publishing](https://www.publish.csiro.au/)