# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Strategy Manager - Impact |
| Job Reference | 99212 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$131,113 to AU$153,639 pa (pro-rata for part-time) + 15.4% superannuation |
| Location(s) | Adelaide, Sydney, Brisbane, Melbourne, Canberra, Newcastle (Other locations negotiable) |
| 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 | Executive Manager, Portfolio Strategy |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 3 |
| Enquire about this job | Contact Ruth Pring via email at ruth.pring@csiro.au or phone 0493294104 |
| 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](mailto: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

## The role of administrative staff in CSIRO is to provide administrative and management services to support the effective provision of research and development activities. This leadership role focuses on integrating impact and strategic design methodologies into CSIRO’s activities and research, facilitating workshops, fostering collaboration, mentoring team members, and advocating for design-led approaches within the national innovation landscape.

### The Strategy Manager, Impact role involves developing and implementing strategies to integrate impact and strategic design methodologies into the organisation's research. It includes facilitating workshops to design and plan innovative, impact-driven research initiatives and lead change management processes to promote best-practice impact focused approaches. The position requires collaboration with experts, such as CSIRO researchers, to enhance program design, fostering relationships across the organisation and mentoring junior staff.

### Duties and Key Result Areas

* Drawing on the CSIRO Impact Framework, build and implement strategies and methodologies for the incorporation of impact, monitoring, evaluation, and learning (MEL), and strategic design methodologies into the organisation's institutional design and research portfolio arrangements.
* Develop and facilitate workshops and design sprints to help define impact-driven research problems and plan new research programs.
* Design and deploy complementary change management processes to ensure best practice impact and design approaches are adopted across the organisation.
* Engage with internal and external best-in-class practitioners in impact, MEL and strategic design to incorporate new methodologies and frameworks into organisational methodology and program design processes.
* Work with subject-matter experts including CSIRO researchers to continuously improve organisational approaches to impact planning, MEL and program design.
* Engage effectively across the organisation to build working relationships, form communities of practice, and upskill colleagues.
* Be an effective advocate for impact and design-led approaches, internally and in the national innovation system.
* Manage, mentor, and develop team members and other staff by fostering a culture of inclusivity and psychological safety. Provide strategic advice and support on impact-led change and culture initiatives.
* Build organisational impact capacity and maturity, and collaborate across broader Strategy unit to integrate impact practices into the enterprise strategy.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks in support of CSIRO’s objectives.
* 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. Relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles in impact planning, ideally with postgraduate managerial qualifications.
2. Extensive experience in applying impact, strategic design, MEL and change management methodologies.
3. A history of establishing and leading cooperative, regionally dispersed teams, and a record of leadership which encourages new ideas, builds trust and supports the development of emerging skills.
4. A history of professional and respectful behaviours and attitudes aligned to CSIRO values in a complex working environment.
5. Proven ability to foster effective relationships, using complex influencing strategies to ensure alignment between participants and collaborator needs, and CSIRO’s objectives.
6. Superior interpersonal, coaching, systems thinking, written and verbal communication, negotiation and consultative skills at all levels but particularly in relation to advising and guiding senior business leaders.
7. Demonstrated history of anticipating and successfully managing complex problems in ambiguous situations.
8. A significant record of innovation and creativity plus the ability and willingness to incorporate and/or promote the inclusion of novel ideas and approaches into projects of all sizes and scale.
9. Demonstrated experience in successful project management, including planning, engagement, monitoring and reporting to meet or exceed specified outcomes and timeframes.

## **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.

* National Police Check.

## **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