# **General Manager, Talent**

General Management

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| The following information is for applicants | |
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| Advertised Job Title | General Manager – Talent |
| Job Reference | 64151 |
| Tenure | 3 year specified term (potential to renew)  Full-time |
| Salary Range | Attractive remuneration package negotiable and up to 15.4% superannuation |
| Location(s) | Brisbane, Canberra, Melbourne and Sydney preferred, other major cities negotiable |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Executive Director - People |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | TBA |
| Enquire about this job | Janice Ip, Janice.Ip@csiro.au |
| How to apply | Apply online at <https://jobs.csiro.au/>  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

CSIRO is seeking to appoint a General Manager, Talent to stand up and lead a dedicated and streamlined Talent and Succession Planning function to deliver on strategies and activities aligned to the organisational initiatives. The General Manager, Talent will have a bias for action and a hunger for delivering results with relentless high standards that will support our talent acquisition and development activities.

Reporting to the Executive Director, People the successful appointee will proactively drive and collaborate with the CSIRO Leadership Team and the People Leadership team to shape and implement the talent and succession management strategies.

Using talent data analytics, you will derive insights to issues and develop plans to close gaps. You will shape and implement CSIRO’s talent acquisition strategy with a focus on executive recruitment and building and leading a robust team responsible for generating highly qualified and targeted candidate pipeline.

The appointee will be a creative and strategic builder of talent, brand and people programs that address challenges that span business, culture and industry. They will be a natural relationship manager, leveraging their inherent skills and ability to work well within a diverse team as well as sourcing and execute at scale in talent acquisition including in the global markets.

The role will interface with the CSIRO Leadership team and their respective Research Directors and Enterprise equivalents to understand their recruitment and talent pain points and deliver a positive and seamless candidate experience that is front of mind. As the role will be accountable for all CSIRO recruitment, this role requires the incumbent to expediently build breadth across technical and functional capability and a deep knowledge of each business and their unique hiring challenges

This role will also be the face of the CSIRO Brand externally and bring to life our Employee Value Proposition in the way we attract and recruit and manage our external recruitment pools.

### Duties and Key Result Areas:

* Architect and drive CSIRO’s Talent Management Strategy in partnership with the OD team - develop, implement and evaluate a contemporary and transformative approach to talent management and succession planning, creating a future focused and strategically aligned pipeline for talent segments such as leadership, early career researchers and digital specialists.
* Establish an Executive recruitment strategy in partnership with our HR team by sourcing/ talent scouting and building relationships with candidates including onboarding
* Proactively leverage our customer brand to establish our voice within the talent and employer brand; focusing on diversity and inclusion across a technical audience.
* Innovate hiring methodologies by identifying unique and non-traditional sources to find top talent that builds on our diverse and inclusive values
* Manage, inspire and continue to scale our talent acquisition teams
* Key advocate and external voice for CSIRO talent attraction and acquisition - lead relationships with key partners and sources for critical talent cohorts – eg universities, partners etc
* Build the Succession Planning pipeline and create discipline and rigour to the process across the organisation
* Support CSIRO leaders and the HR community in succession and talent management strategies with the provision of advice and education coupled with relevant materials (such as streamlined digital tools and engaging webinars) to ensure robust pipelines and increased focus on accelerating readiness.
* Partner with other People peers to optimise operational process flows and identify ways to deliver a consistent, scalable, customer centric recruitment experience to all stakeholders
* Create and drive the best possible candidate and referee experience that upholds the CSIRO Brand, and underpins our Employee Value Proposition
* Partner with Procurement to manage CSIRO’s panel for all recruitment partners and agencies
* Partner with OD in the development of executive succession plans
* Champion the People Vision and Purpose
* Other duties as required

## **Competencies – General Management CSOF8:**

In this role you will be required to demonstrate the following competencies:

* **Teamwork and Collaboration:** Create and foster an environment in which there is a high level of cooperation within and between teams. Facilitate positive team relationships to build organisational interaction across CSIRO.
* **Influence and Communication:**  Use 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\*:**  Contribute to or define Business Unit / organisational policy directions, strategic planning and operationalise the vision for staff and gain commitment to the direction chosen. Plan, seek and allocate resources and monitor to achieve outcomes.  Adopt a mentor role.
* **Judgement and Problem Solving\*:**  Resolve major conceptual technical, commercial or management problems, which have a significant impact upon the professional function, the Business Unit or the Organisation. Resolve problems that have little or no precedent and require original concepts and approaches.
* **Independence:** Commit significant resources in the face of uncertainty and take calculated risks to improve performance and achieve challenging goals. Use personal energy to drive change strategies. Formulate and implements contingency plans to minimise the impact of potential risks. Accept personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Be flexible in response to external change or when faced with external constraints. Identify and promote the opportunities arising as a result of change.

### Selection Criteria:

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

1. Tertiary qualifications in HR or other relevant higher degree, and significant experience in a leadership role in Human Resources, Talent Management and/or Organisational Development gained in a complex and innovation/technology organisation.
2. Demonstrated success and experience in the development, implementation and evaluation of contemporary internal talent management and succession planning strategies within a complex organisation, leveraging partnerships with HR professionals.
3. Proven record of leading large-scale, complex change and transformation initiatives.
4. Demonstrated ability to provide strategic and visionary leadership and role model leadership behaviours including the ability to identify and encourage outstanding performers, foster a high-performance, innovative culture and lead results through people.
5. Proven track record of identifying and nurturing talent across diverse segments including the Executive; and ability to execute at scale in talent acquisition including in the global market. A successful track record of dealing and influencing effectively with diverse stakeholder groups; including a Board of directors and executive teams.
6. Results driven and customer centric with the proven ability to expediently build insight into the requisite talent segments.
7. Innovative thinker with a growth mindset who is comfortable with ambiguity, change, and possess the ability to turn an Employee Value Proposition into reality and create a seamless and positive candidate experience.
8. Ability and willingness to travel domestically and internationally as required, noting that we work hard to accommodate personal arrangements.

As Australia’s innovation catalyst, CSIRO has strategic actions underpinned by behaviours aligned to excellent science, inclusion, trust and respect, health, safety and environment, and delivery on commitments. In your application and at interview, you will need to demonstrate alignment with these behaviours

### Special Requirements:

This is a security assessed position. Appointment into the position is subject to the successful applicant holding or having the ability and willingness to obtain and maintain an Australian Government baseline security clearance.

**About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you.  Find out more [Balance](https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance)