# Role Statement: Research Director

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| **Role Title:** | **Research Director, Nutrition & Health – CSIRO Health & Biosecurity** |
| **Reference Number** | 41436 |
| **Classification:** | CSOF8+ |
| **Location:** | Adelaide, South Australia |
| Salary Range: | Attractive salary package to be negotiated with successful applicant |
| Tenure: | 3 year term  |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | [ ]  Australian Citizens Only[x]  Australian Citizens and Permanent Residents Only* [ ]  All Candidates

*For Specified Term positions, we will accept applications from Temporary Residents with working rights for the length of the term, who do not require sponsorship.* |
| **Tenure:** | 3 year term |
| **Functional Area:** | Research Management  |
| **Internal Focus:** | 30% |
| **External Focus:** | 70% |
| **Reports to:**  | Business Unit Leader and is a member of the Business Unit Leadership team |
| **Direct Reports:** | TBA |

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| **Role Purpose** |
| The Research Director sets the vision and strategy, and leads a Research Program to deliver outcomes and impact through mission directed, multi-disciplinary and collaborative science aligned to the goals of a Business Unit.Research Programs are the empowered and accountable ‘core units’ of the work undertaken by CSIRO Research Scientists. Research Programs are impact and client focused, delivering innovative solutions through projects with industry, government and the community. They support world class, coherent and creative research teams which integrate science and delivery over the short and long term. CSIRO’s portfolio of Research Programs is dynamic and will evolve over time on the basis of strategy and performance.The Research Director is an impact driven, entrepreneurial and collaborative leader. The Research Director pro-actively develops and manages a portfolio and pipeline of science, projects and external relationships to ensure optimal science, financial and impact delivery. A key responsibility is to promote collaboration across boundaries to bring the best internal and external capability to projects and clients. The Research Director forms part of the Business Unit Leadership Team and is accountable for the delivery of specific elements of the Business Unit’s overall impact, science and financial objectives. |

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| **Role Context** |
| **The Research Director:*** Conducts the role on a 100% allocation basis for a fixed period
* Is supported by the Research Group Leaders in the day to day management of staff and projects
* Supported by the allocation of Administrative Support to the Program and through service delivery of Enterprise Support functions
* May also undertake roles in Science, Business Development or project leadership
* Empowered and has a strong delegation base to enact the role
* Receives an appropriate remuneration package in line with the role deliverables.
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| **Key Result Area (Accountabilities)** |
| **Impact Science Leadership*** Undertake long term science impact planning for the Program to address national challenges and to build CSIRO’s capacity to innovate for science discovery;
* Develop a R&D environment characterised by science excellence, creativity, innovation and flexibility;
* Integrate science with project and impact delivery;
* Identify opportunities for science to contribute to overcoming associated adoption challenges;
* Catalyse science thinking – form/support science networks, sponsor exploratory and capability development projects;
* Manage the program of projects including prioritisation and allocation;
* Deliver on project solutions to external customers/stakeholders;
* Build a pipeline of contracts (3-5 year focus) including identification of CSIRO-wide opportunities;
* Manage the Program’s portfolio of Intellectual Property;
* Lead and coordinate the pursuit of external revenue to support the Business Unit goals;
* Engage key stakeholders and clients to build support for investment in problem/opportunity;
* Construct the set of projects needed to deliver on the Business Unit goals;
* Maintain CSIRO’s Project Management Standard in the Program;
* Lead project review processes;
* Support the Deputy Director Science in the Business Unit Science Reviews.

**Capability Leadership*** Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace;
* Attract, develop and retain world class talent which will meet current future needs of the Program;
* Model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Forecast and develop capability which is aligned to the Business Unit goals;
* Plan for demand for the Program’s capability and identify new opportunities for the Program to contribute;
* Build effective teams, manage career development for staff and succession planning for the Program;
* Contribute to the development of the science and capability strategy for the Business Unit;
* Long-term science capability planning and deployment to support the delivery of Program research with impact, including forecasting demand, monitoring science trends, and building a high performance culture;
* Direct workforce deployment – skills utilisation, absences, development, changes needed as projects evolve during execution;
* Effectively lead change initiatives across the Research Program and the Business Unit.

**Engagement & Partnership*** Build strategic relationships within the organisation to execute the Enterprise and Business Unit strategy, including fostering mobility and cross-deployment of personnel
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields;
* Communicate Business Unit strategy and Program goals to internal and external stakeholders;
* Coordinate high level contact with customers/clients/partners and identify opportunities for future collaboration – including with other Programs, Business Units and beyond CSIRO;
* Build strategic alliances within the organisation to collaboratively execute CSIRO Strategy and Business Unit Strategy across lines of business including pan-Business Unit initiatives.

**Resource Leadership** * Lead and manage the Program’s financial resources, people, infrastructure and other assets to ensure their effective and efficient use;
* Ensure effective management of physical infrastructure and resources in an environmentally sustainable way;
* Ensure best practice governance and management of commercial activities and intellectual property in the Program.
* Manage financial performance of projects within the Program;
* Manage delivery against milestones and quality standards;
* Contribute to the development of plans for future infrastructure.
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| **Capabilities**  |
| **Capabilities:** * Capability to develop strategic relationships - Strategic collaborative and relationship management skills - Highly effective stakeholder management skills and demonstrated effectiveness in aligning business capability with Government, industry and other stakeholders’ needs;
* Capable of driving execution
* Strong judgment/decision making ability;
* Capable of building a successful team;
* Ability to delegate/empower;
* Capable of influencing - Gain commitment by using appropriate interpersonal styles and techniques to gain acceptance of ideas or plans;
* Capable of facilitating change.

**Experience*** Demonstrated leadership and excellence in a relevant field
	+ Science; High-quality peer reviewed, published science since PhD (at least five years). International research reputation and credibility or international research reputation with recognised contributions to an area of science leading to national and/or international recognition, AND/OR
	+ Impact; demonstrated outstanding leadership and outcome delivery in a high technology, R&D or innovation delivery role relevant to the Program’s impact area, with national and/or international recognition and standing
* Managed multi-disciplinary teams across a number of science areas;
* Created and/or managed strategic alliances;
* Implemented and developed research activities fully aligned with strategy;
* Successful track record in project delivery;
* Demonstrated experience in growing, reshaping and revitalising a capability area;
* Financial and risk management within a group or function.

**Personal Attributes*** Personal effectiveness to drive and coach for performance ;
* Credibility by demonstrating a poised, credible and confident demeanour that reassures others and commands respect; conveying an image consistent with the organisation’s vision and values;
* Emotional intelligence – establishing and sustaining trusting relationships and leveraging insights to effectively manage one’s own responses and reactions;
* Passion for results by driving high standards for individual, team and organisational achievement.
* Executive Disposition - Demonstrate leadership disposition by demonstrating the traits, inclinations, and dispositions that characterise successful leaders; exhibiting behaviour styles that meet the demands of the leader role.
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| **Role Parameters:** |
| **Budget:** TBD**Key Relationships:*** Business Unit Executive (Business Unit Director, Deputy Director Science, and Research Operations Manager)
* Research Program Directors in other Business Units
* External customers/stakeholders
* Key partners and collaborators in the innovation system
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| **Selection Assessment** |
| 1. Established reputation and credibility in the relevant science and/or impact domain with evidence of effective world-class science, research and/or innovation leadership.
2. Evidence of successful development and leadership of a pipeline and portfolio of science, research and/or innovation at the scale of the relevant research program.
3. Evidence of strong external engagement skills and strategic relationship management that grows new impact opportunities and supports commercial outcomes.
4. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster creativity in multidisciplinary teams of approximately 100 staff.
5. Demonstrated ability to manage financial performance and build a portfolio of client and stakeholder relationships and commercial opportunities to meet financial objectives.
6. Demonstrated values and behavioural leadership, including a demonstrated ability to promote productive internal and external collaboration to achieve outcomes.

**As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:* Excellent science
* Inclusion, trust & respect
* Health, safety & environment
* Delivery on commitments.

**In your application and at interview you will need to demonstrate alignment with these behaviours.** |

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| **Other Information:** |
| **How to Apply:**If you hold the appropriate skills and experience (or can apply your existing expertise to the Health & Wellbeing field), and you would like to **express your interest** in the role, please contact the Director, CSIRO Health & Biosecurity (details below) to discuss further:**Dr Rob Grenfell** by email Rob.Grenfell@csiro.au or telephone **03 9662 7322** or Deputy Director:**Dr Lynne Cobiac** by email Lynne.Cobiac@csiro.au or telephone **08 8303 8855**Please also lodge the latest version of your CV online at <https://jobs.csiro.au/> (“Search by Keyword” for **41436**). Internal (CSIRO) candidates should lodge their CVs via the “Recruitment” tab in **SAP** (choose “Jobs Central” and enter Requisition Number **41436**). If you experience technical difficulties, call 1300 984 220 and a member of the Recruitment Team will assist you. Outside business hours please email: csiro-careers@csiro.au. **Referees:** If you do not already have the names and contact details of two professional referees included in your CV, please add these before uploading your CV.**About CSIRO:**Australia is founding its future on science and innovation. Its national science agency, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) is a powerhouse of ideas, technologies and skills for building prosperity, growth, health and sustainability. We serve governments, industries, business and communities across the nation. Find out more! [www.csiro.au](http://www.csiro.au). At **CSIRO Health and Biosecurity** we are working with our partners and assembling strong multidisciplinary research teams to tackle major national and international health and biosecurity challenges. In doing so we're protecting the health of our farming sector, environment, people, and our way of life.The **Nutrition & Health Research Program** is located in Adelaide within the University of Adelaide grounds and at the SA Health and Medical Research Institute (SAHMRI), as well as a group in North Ryde, Sydney. The Program delivers innovation to support Australia’s food, health and wellness industries resulting in significant health and economic benefits for Australians. |