# Position Details

Role summary for potential applicants

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| **Advertised Job Title:** | Business Development Manager |
| **Reference Number:** | 57202 |
| **Classification:** | CSOF 6 |
| **Salary Range:** | $109 474 to $128 282 plus up to 15.4% superannuation |
| **Location:** | Negotiable Canberra, Brisbane, Adalaide or Hobart. |
| **Tenure:** | Three (3) years |
| **Relocation assistance:** | Will be provided to the successful candidate if required. |
| **Applications are open to:** | Australian Citizens Only  Australian Citizens and Permanent Residents Only  All Candidates |

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| **Role Overview:** |
| Reporting to the Agriculture and Food Business Development & Commercial Director, the role is to be part of a small Business Development (BD) team primarily responsible for the CSIRO Aquaculture program.  Aquaculture is the fastest growing animal protein production industry on the globe. It currently supplies’ half of all fish consumed by humans and in 2014 surpassed beef production. In real terms Aquaculture is an immature industry with only a few sectors using domesticated animals and embracing the benefits of selective breeding.  CSIRO Aquaculture Team is in a significant growth phase with significant demand to its capability. There is a mix of customers who are primary producers in the Australian Aquaculture sector. We are increasingly working on a Global scale with key engagements with companies in SE Asia and North America as well as increasing aid type work in SE Asia and Africa.  A key activity for the successful candidate will work closely with the Research Director and CSIRO Aquaculture Executive to undertake focused market assessment and customer discovery, exploring new business models for company engagement both domestically and internationally. In addition the candidate will work closely with the existing clients and research partners and existing licensees (Ridleys, Viet Uc, Maritech).  The successful candidate will work closely with the existing BD team members (especially BD & C Director), to jointly engage with clients and internal/external stakeholders to identify strategic BD opportunities and assist in closing complex deals.  The role will require domestic and international travel. |

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| **Duties and Key Result Areas:** |
| * Develop or manage and maintain, a portfolio of commercial relationships aligned to the Business Unit strategy and plans with multiple touch points within the client organisation. * Maintain opportunity pipeline and workflow systems to ensure accurate forecasting and visibility of opportunities across the Business Unit. * Develop and apply a strong knowledge of CSIRO Agribusiness strategies, policies, processes, systems and tools relevant to BD, including operational planning, commercial governance mechanisms and pipeline management, particularly with relevance to commercial activities (e.g. TPA, Copyright, Trademarks, Patents, CAC Acts). * Proactively create a portfolio of ‘trusted advisor’ relationships with strategic clients, partners, and key internal stakeholders to drive BD activities and achieve objectives. * Develop and apply a broad knowledge of the Agribusiness and/or Aquaculture science domains and a strong working knowledge of specific science areas of responsibility incorporating commercial BD principles, negotiation, markets, business and technology trends and relevant issues. * Assist in development of strategic commercial plans incorporating insight into industry, market needs and opportunities, effectively utilising available business and market information. * Lead and monitor the execution of a BD strategy to achieve the commercial objectives of the areas of responsibility and proactively identify, guide and support the conversion of BD opportunities. * Plan and lead the development of complex bids and negotiate with clients to close high quality deals in collaboration with internal support functions. * Utilising internal networks, a demonstrated ability to build and lead transaction teams to close large complex deals. * Work within CSIRO and with clients to maximise and broaden value of relationships and BD interactions. * Strive for “Zero Harm” (physical and psychological) - promote a strong safety culture through active management of HSE performance. |

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| **Selection Criteria:** |
| *Please note: Under CSIRO policy only applicants who meet all the essential criteria can be appointed.*  Prerequisite:   1. University degree in either Business, Science (Agricultural/Marine) or Economics. 2. At least five (5) years’ experience as a Business Development or Commercialisation manager. 3. Demonstrated understanding of the key business drivers for agricultural enterprises.   Essential Criteria:   1. Demonstrated ability to maintain opportunity pipeline and workflow systems to ensure accurate forecasting and visibility of opportunities across the Business Unit. 2. Demonstrated knowledge and proven experience in transferring either aquaculture, cereals, livestock science IP to individual business or industries. 3. Demonstrated understanding of commercial BD principles, negotiation, markets, business and technology trends and issues relevant to the Agriculture and Food Business Unit. 4. Demonstrated self-starter, team player with experience in utilising the broader BD&C team, Business Unit team, and internal and external networks in delivering results, as well as sharing knowledge and learnings and leveraging expertise as a collective approach. 5. Demonstrated ability to identify, develop, manage and grow, a portfolio of commercial relationships aligned to the Business Unit strategy and plans with multiple touch points within the client organisation. 6. Demonstrated ability to create, lead and execute BD & C deals with international partners in both the public and/or private sectors.   **CSIRO is a values based organisation. In your application and at interview you will need to demonstrate behaviours aligned to our values of:**   * Integrity of Excellent Science * Trust & Respect * Creative Spirit * Delivering on Commitments * Health, Safety & Sustainability |

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| **Other Information:** |
| **How to Apply**  Please apply for this position online at [www.csiro.au/careers](http://www.csiro.au/careers). You may be asked to provide additional information (online) relevant to the selection criteria. If so, then responding will enhance your application so please take the time to provide relevant succinct answers. Applicants who do not provide the information when requested may not be considered.  If you experience difficulties applying online call 1300 301 509 and someone will be able to assist you. Outside business hours please email: [csiro-careers@csiro.au](mailto:csiro-careers@csiro.au)  **Referees** If you do not already have the names and contact details of two previous supervisors or academic/ professional referees included in your resume/CV please add these before uploading your CV.  **Contact** If after reading the selection documentation you require further information please contact:  Andrew Chalmers via email at: Andrew.Chalmers@csiro.au or by phone on: 02 62465003.  *Please do not email your application directly to Andrew Chalmers. Applications received via this method will not be considered.*  **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. It serves governments, industries, business and communities across the nation. Find out more! [www.csiro.au](http://www.csiro.au).  **About -** **CSIRO Aquaculture**  Aquaculture is the fastest growing animal protein production industry on the globe. It currently supplies’ half of all fish consumed by humans and in 2014 surpassed beef production. In order to meet growing demand by 2030, Aquaculture will need to supply 68% of all seafood consumed by humans. In real terms Aquaculture is an immature industry with only a few sectors using domesticated animals and embracing the benefits of selective breeding. In order to meet growth there are five key obstacles. In no particular order these are; a) Site selection, legislation, approvals and infrastructure; b) the choice of appropriate species; c) development of the optimized and efficient production systems; d) development of sustainable feed, and; e) minimizing losses due to disease.  CSIRO Aquaculture aims to meet these challenges by focusing our research in four key areas; 1) Applied Breeding and Genetics; 2) Disease Detection and Prevention; 3) Nutrition and Feed development; 4) Precision Production Systems. The group works directly with key industry partners to most efficiently achieve impact for our science. This is represented in our mix of customers who are primary producers in the Australian Aquaculture sector. However, it must be noted that the national industry is small on the global scale (1% of production). We are therefore increasingly working on a Global scale with key engagements with companies in SE Asia and North America as well as increasing aid type work in SE Asia and Africa.  CSIRO Aquaculture's differentiator is the seamless offering that spans applied breeding, nutrition and health management, and the use of science to drive direct outcomes that influence the triple bottom line for our customers.  CSIRO Aquaculutre is a small, dynamic, collaborative and growing team with a significant domestic and international profile. The successful candidate will be a critical member of the team. BD and C is ingrained in the team and the senior scientists are all very supprtive and aware of how BD & C is critical to the overall success of this dynamic group. |