# Research Management – CSOF7

Role summary for potential applicants

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| Advertised Job Title**:** | Australian Solar Thermal Research Institute (ASTRI) Chief Technologist |
| Reference Number**:** | 57894 |
| Classification**:** | CSOF7 |
| Salary Range: | AU $131,785 - $145,809 plus up to 15.4% superannuation |
| Location**:** | Pullenvale QLD, Newcastle NSW, Clayton VIC or Canberra ACT |
| Tenure: | Specified Term until April 2022 |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | All Candidates |
| Functional Area**:** | Research Management |
| % Client Focus - Internal: | 50% |
| % Client Focus - External: | 50% |
| Reports to the: | ASTRI Director and is a member of the ASTRI Leadership team |
| Number of Direct Reports: | 0 |

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| **Role Overview:** |
| The Australian Solar Thermal Research Institute (ASTRI) Chief Technologist leads the implementation of the technical vision and strategy for ASTRI’s research program and provides leadership to the technical program and project leaders to deliver outcomes and impact through mission directed, multi-disciplinary and collaborative science and technology projects aligned to the goals of ASTRI.  The ASTRI Chief Technologist is an impact driven, entrepreneurial and collaborative leader. The Chief Technologist supports the ASTRI Director by pro-actively developing and managing 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 Chief Technologist forms part of the ASTRI Leadership Team and is accountable for the delivery of specific elements of ASTRI’s overall impact, science and financial objectives. |

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| **Duties and Key Result Areas:** |
| The ASTRI Chief Technologist will be accountable to the ASTRI Director to undertake the following duties:  **Impact Science Leadership**   * Lead the development of the research strategy, in conjunction with the ASTRI leadership team, including ensuring that ASTRI projects are appropriately targeted to key priorities, technically feasible, relevant, collaborative and include practical path-to-market strategies and plans; * Execute the overall research strategy and program for ASTRI with support from the ASTRI Director; * Develop and communicate a detailed report which catalogues all CST research activities in Australia and how those activities fit into the overall strategic mix. This report will be updated twice a year and be communicated to both ARENA and the Steering Committee. * Undertake long term science impact planning for ASTRI to ensure ASTRI addresses key national energy challenges; * Monitor progress and performance of ASTRI and the Projects and where appropriate issue reasonable directions to Project Leaders to ensure the performance and quality of a Project in accordance with the relevant Project Agreement; * Develop a research and development 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 for CST in Australia; * Catalyse science thinking – form/support science networks, sponsor exploratory and capability development projects; * Support the Commercial Manager to manage ASTRI’s portfolio of Intellectual Property; * Engage key stakeholders and clients to build support for investment in problem/opportunity;   **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 ASTRI; * Model appropriate and professional behaviour in the workplace and manage people matters proactively; * Forecast and develop capability which is aligned to the ASTRI Strategy; * Monitor science trends, and build a high-performance culture within ASTRI;   **Engagement & Partnership**   * Build strategic relationships with the local Australian and international research community; * Represent ASTRI at key technical events e.g. conferences, business events; * Support the operation of the ASTRI management and leadership teams; * Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields; * Communicate ASTRI strategy and research goals to internal and external stakeholders;   **Resource Leadership**   * Provide support to the ASTRI Director in managing the technical program of ASTRI with the Funding Agreement; * Consider proposed Projects developed in response to strategy and provide feedback on proposed Projects; * Advise on the allocation of funding for ASTRI; * Be responsible for ensuring Projects are developed to achieve the technical and strategic outcomes as set out in the Agreement.   **General**   * Adhere to the spirit and practice of CSIRO's Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals. * Any other duties as directed. |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed*  ***Pre-Requisites:***   1. **Education/Qualifications:** A doctorate ideally with experience; or managerial qualifications combined with significant experience in a relevant discipline area, such as Mechanical, Electrical or Energy Engineering 2. **Behaviours:** Capable of professional and respectful behaviours and attitudes in a collaborative environment. 3. **Communication:** Excellent written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for complex proposals/ideas 4. **Leadership:** The ability to choose appropriate management strategies and communication styles to maintain high levels of motivation and productivity, giving feedback for development purposes and providing support for improvement. 5. **Problem Solving:**Proven ability to anticipate problems in ambiguous situations, develop appropriate solutions based on thorough evaluation and interpretation, and defend the conclusions with reasoned arguments 6. **Adaptability:**Demonstrated ability for flexibility in thinking and adapts to and manages ambiguous and complex projects and stakeholders by adapting strategies, goals and priorities   ***Essential Criteria:***   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 scientific vision and strategy at the scale of relevant research program. 3. Evidence of strong internal and external engagement skills and strategic relationship management that grows new impact opportunities and supports commercial outcomes. 4. Demonstrated ability to manage strategic direction and ensure performance meets strategic goals and objectives. 5. Demonstrated values and behavioural leadership, including a demonstrated ability to promote productive internal and external collaboration to achieve outcomes *(to be assessed at interview stage).*   **Desirable Criteria:**   * 1. A record of leadership which encourages new ideas, builds trust and provides support for the development and commercialisation of research   2. A record of commercialisation of science/engineering outcomes with demonstrated innovation and creativity to apply business acumen to achieve commercial outcomes of merit.   **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.**  ***Special requirements:***  To be successful for this role, the successful candidate must:   * Have the ability to travel both interstate and internationally.   Appointment to this role may be subject to conditions including security/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents may be required to undergo additional security clearance processes; which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- <http://www.ielts.org/default.aspx> |

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| **Other Information:** |
| **How to Apply**  Please apply for this position online at <https://jobs.csiro.au/> and enter requisition number **57894**. Internal applicants please apply via ‘Jobs Central’ in SAP (click ‘Recruitment’)  Please load your CV and cover letter (Maximum 2MB). You may also be required to respond to some screening questions.  If you experience difficulties applying online call 1300 984 220 for assistance. Outside Australian business hours please email: [csiro-careers@csiro.au](mailto:csiro-careers@csiro.au).  **Referees**: Please provide contact details of two previous supervisor or academic/professional referees in your resume/CV.  **Contact:** If after reading the position details above you require more information please contact:  **Dr Dietmar Tourbier**via email: [Dietmar.Tourbier@csiro.au](mailto:Dietmar.Tourbier@csiro.au) or phone: **+61 3 9545 2305**  Please do not email your application directly to Dr Tourbier. Applications received via this method may not be considered by the selection panel.  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! [CSIRO Balance](https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance)  **About CSIRO**  At CSIRO, we do the extraordinary every day. We innovate for tomorrow and help improve today – for our customers, all Australians and the world.  Our innovations contribute billions of dollars to the Australian economy every year. As the largest patent holder in the nation, our vast wealth of intellectual property has led to more than 150 spin-off companies.  With more than 5,000 experts and a burning desire to get things done, we are Australia’s catalyst for innovation.  CSIRO. We imagine. We collaborate. We innovate Find out more! [www.csiro.au](http://www.csiro.au).  **CSIRO Australian Solar Thermal Research Institute (ASTRI):**  As a research institute, the core value that ASTRI provides is the knowledge that it generates. ASTRI aims to be seen as a ‘one-stop shop’ for technical advice for Concentrated Solar Technology (CST) in Australia, informing policy development and options, and functioning as an interface between research and commercial outcomes. ASTRI is able to respond to market needs and provide technical support to CST technology development demonstration and deployment.  ASTRI also has a leading role in developing the technical capability needed to support the CST industry in Australia. |