# Role Statement November 2018

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| **Role Title:** | Deputy / Science Director Energy Business Unit |
| **Classification:** | CSOF 9 |
| **Job Reference Number:** | 59516 |
| **Functional Area** | Research Management |
| **Location:** | Melbourne, Perth, Brisbane or Newcastle |
| **Internal Focus:** | 60% |
| **External Focus:** | 40% |
| **Relocation Assistance:** | Will be provided to the successful candidate if required. |
| **Applications are open to:** | All candidates |
| **Reports to:** | Energy Business Unit Director |
| Name and Contact Details For Applicant Enquiries: | Yvette Ryan via email at: [Yvette.Ryan@csiro.au](mailto:Yvette.Ryan@csiro.au)  or phone: +61 02 4960 6039 |
| Contact Details For Applying: | Call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.online@csiro.au) |
| How to Apply: | Please apply online at [jobs.csiro.au](https://jobs.csiro.au/) and enter the reference number**.** Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon |

**Role Purpose:**

The Energy Business Unit is one of nine impact science Business Units in CSIRO with over 450 staff and affiliates working across Australia. Our goal is to deliver solutions that will enhance Australia’s economic competitiveness and regional energy security while enabling the transition to a lower emissions energy future.

The Deputy/Science Director works closely with the Business Unit Director and will play a leading role in the provision of scientific vision, leadership and direction to the Business Unit whilst ensuring CSIRO remains scientifically competitive. The Deputy /Science Director is the deputy to the Business Unit Director.

The Deputy /Science Director will lead the development and implementation of a strategic capability plan for people and scientific/engineering infrastructure ensuring appropriate evolution and matching of Business Unit capability with Energy Business Unit and CSIRO’s strategic direction. The Deputy /Science Director will also work with other Deputy/Science Directors to ensure appropriate capability is maintained/developed across CSIRO’s portfolio of Business Units to properly execute CSIRO’s strategy.

The Deputy /Science Director will manage key relationships and alliances with the Business Unit’s partners to ensure optimal competitive positioning, organisational alignment, and delivery in the national interest.

**Key Result Area (Accountabilities):**

**Impact Science Leadership**

* Develop and promote a strong scientific and innovation culture of delivery consistent with CSIRO Values focused on national and international impact;
* Drive effective development, utilisation and delivery of Business Unit science/engineering capability in accordance with research and investment priorities (and arbitrate where necessary);
* Develop new science platforms / ideas and be accountable for their performance and translation into impact science areas.
* Member of CSIRO Science Council providing direction and recommendations to the CSIRO Research Office on internal and external competitive schemes and around Future Science Platforms selection criteria and review.
* Contribute to strategic and operational planning for the Business Unit, and leadership in the implementation.

**Capability Leadership**

* Strive for “Zero Harm” (physical and psychological) through a commitment to a healthy, safe and environmentally sustainable workplace;
* Promote staff skills development, concentrating on business acumen and digital/data skills, to allow novel and innovative ways to deliver both the technical and commercial aspects of the research portfolio.
* Shape science/engineering capability through internal and external collaboration to meet future science opportunities, program goals and impact pathways;
* Support the Business Unit Leadership Team to identify, attract, develop, and retain world class talent;
* Undertake leadership development and succession planning for Research Directors and key science leaders, to build the science leadership pipeline;
* Monitor long-term science trends to forecast capability demand.

**Engagement & Partnership**

* In conjunction with the Director, manage external relationships with partners to advance CSIRO’s interests, science and innovation delivery and impact and to achieve strategic goals;
* Provide high level representation nationally and internationally of CSIRO and Energy Business Unit capability;
* Provide key staff with stronger commercial skills and business acumen
* Build strategic and entrepreneurial alliances with industry and the University community to execute CSIRO strategy collaboratively;
* Create opportunities for cross Business Unit collaboration on significant national science initiatives and projects;

**Resource Leadership**

* Develop medium and long-term plans for future science/engineering infrastructure;
* Work with the Business Unit Leadership Team to ensure that capability, resources, and strategic investments are effectively prioritised and deployed to meet current and future requirements;
* Manage CSIRO Fellows located within the Business Unit (where appropriate).

**Capabilities:**

**Behaviours**

* Building Organisational Talent
* Developing Strategic Relationships
* Decision Making/Judgement
* Cultivating Networks
* Establishing Strategic Direction
* Influencing and persuasion
* Demonstration of Health and Safety priorities
* Promoting Diversity and Inclusion

**Experience**

* Success in working at the interface of discovery science and impact delivery
* Successful management of research activities at Business Unit scale in relevant disciplines

**Organisational Knowledge**

* CSIRO Strategy, Structure, and Operating Model
* Impact domains in which science/engineering capabilities can be applied
* Deep working knowledge of specific science areas and impact domains in which science/engineering capabilities can be applied to deliver maximum impact
* Understand pan-Business Unit goals and impact pathwaysto support and source/market capabilitiesaccordingly
* Broad science knowledge and deep understanding of a range of domains and disciplines
* Relevant Internal and external key stakeholder networks
* Analysing internal and assessing availability of external capability to build/exploit new opportunities
* In depth knowledge and understanding of national and International Innovation System (Universities, publicly funded research agencies, NGOs and CSIRO’s role in this system)
* Strong knowledge of external Industries and R&D markets, trends, decision making and dynamics relevant to the Energy Business Unit research portfolio
* Reputation of credibility and innovation, preferably as a leader in a significant field of research or in innovation and technology commercialisation.
* Enterprise Strategy and operational planning, forecasting, budgeting, reporting and performance management requirements and processes
* Broad general knowledge of CSIRO science domains and portfolios
* Government and Statutory framework in which CSIRO operates and relevant legislation.

**Personal Attributes**

* Eminence - International/ eminent scientific research reputation and/or high level credibility and past achievement in the relevant technical or commercial sector
* Collegiate, collaborative, and inclusive
* Highly professional
* Executive Disposition

**Selection Assessment:**

1. Established reputation in research, engineering and/or technical industry, with experience in the Energy domain.
2. Evidence of successful leadership of platform, discovery and impact science/engineering at the scale of the Energy Business Unit.
3. Evidence of strong engagement skills and strategic relationship management that grows new science/engineering opportunities and supports commercial outcomes.
4. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster cross organisational capability.
5. A track record in supporting a senior leader in optimal positioning, organisational alignment and science delivery in the national interest.
6. Demonstrated track record in planning for science/engineering infrastructure to meet short and long term needs.

**CSIRO is a values based organisation. 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

**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).

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/The-CSIRO-Experience/Balance)