**Executive Director Growth**

The role

Growth is critical for our nation and for CSIRO in our mission to solve Australia’s greatest challenges with science. Our new Executive level position for Growth will lead Strategy, Science Policy and Impact, Global, and Business Development & Commercialisation for CSIRO, working alongside our Scientists to directly connect the organisation to the opportunities and challenges for Australia.

As a member of the CSIRO Executive Team, the Executive Director Growth will play a leading role in the provision of strategic vision, understanding of markets and product market fit, overseeing $500 million of external revenue and helping to grow CSIRO and its impact. This includes growth in our research partnerships and collaborations, commercial model and commercial activity with the ultimate intent of delivering greater impact from science for society, the environment and Australian economy.

The Executive Director will collaborate across all our Business Units and Enterprise functions, more directly connecting our teams to the national opportunities and challenges appropriate to CSIRO’s role as the national science agency.

The Growth leader will champion CSIRO’s innovation culture, accelerating science from the benchtop to real world solutions.

The Executive Director will provide strategic advice to the CSIRO Executive Team, Board, senior government representatives and will participate in government and industry groups, adding value for CSIRO.

The successful candidate will be strategic, innovative, collaborative, inclusive and an inspiring leader.

Key result areas

**Commercial model**

Work with Chief Executive and senior executives to identify pressures and opportunities to increase the value and flexibility in the commercial arrangements derived from the delivery of CSIRO’s science to the market. Working in particular with the science Business Units, Finance and Governance, execute options to evolve CSIRO’s commercial model providing more agile and responsive processes, and enhanced business development and marketing capability to underpin the sustainability of CSIRO’s commercial model that draws on the value from our science to fund future science and innovation activity.

**Connectedness across the innovation system**

As Australia’s most collaborative research entity, CSIRO recognises the value of collaboration to drive innovation and science at scale. This role will lead growth in our research and commercial strategic relationships across industry and the Australian innovation system to provide even more opportunities to partner for scale, impact and science excellence.

**Leadership**

Lead large scale, high profile operations with offices and teams working across multiple sites. Influence key internal and external stakeholders. Attend senate estimates, liaise with Ministers, policy development and implementation processes. Lead overseas operations, highly technical and competitive commercial negotiations, health, safety & environment, responsible governance, people and financial management.

**Global**

Grow our international reach and collaborations with partners, clients and other collaborators. This includes leading our key international offices and relationships to grow science partnerships, commercial opportunities and science diplomacy for national benefit.

**Strategy, Science and Impact**

Identify and develop approaches and opportunities to tackle the big opportunities facing our country and deliver on our strategy objectives. This market vision should penetrate the organisation’s decision making across science investment, partnership arrangements and capability to ensure the organisation continues to remain focused on the big challenges facing our nation.

**Engagement and Partnership**

Build positive strategic relationships with current and potential partners to advance CSIRO’s interests, delivery and impact. In partnership with the Business Unit Directors, build strategic alliances with industry and the University community, both in Australia and overseas, to execute CSIRO’s strategy collaboratively. Be a genuine ‘boundary spanner’ and ‘pollinator’ across various domains.

**Trusted Advisor, Coach and Mentor**

Function as a trusted advisor and coach to the executive and senior management, supporting a culture of empowerment and innovation.

Key personal attributes

The Executive Director will drive a high profile and highly accountable portfolio within CSIRO. A portfolio with significant, diverse and active stakeholder engagement and dynamic intersection points with industry, Government, policy and scientific discovery.

As a senior executive, we will look for a coherent career trajectory built on experiences and skills in the following.

* **Executive Business leader:** Business acumen, complex commercial approach/understanding, ability to lead on strategy and business model options.
* **Driving for excellence:** Setting high goals and driving change for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.
* **Driving Execution:** Results oriented; translating strategic priorities into operational reality to ensure that strategic priorities yield measurable and sustainable impact and outcomes.
* **Ability to operate effectively at multiple levels:** Sit at executive table, work with Chief Executive and other Executive Directors and build relationships with relevant external stakeholders and all levels of staff.
* **Engaging/Personable:** Respectfully attends to the needs and feelings of others to develop effective partnerships and relationships; commitment to customer; relates to people easily and with humility to create empowering and innovative environment for staff
* **Tenacious:** Possesses an energetic and disciplined approach to achievement; proactively seeks business opportunities; takes action to gain a recognized benefit despite the uncertainty of the outcome.

Selection criteria

# Pre-requisite

* **Education/qualifications:** Tertiary qualificationsin a relevant discipline and significant relevant experience at senior executive level in a research or innovation organisation.
* **Commercial acumen**: Executive level experience delivering high value and complex commercial arrangements, both in Australia and overseas, across industry and government sectors.
* **Leadership:** Demonstrated experience as an effective, consultative, constructive contributor to a senior executive team. High standard of personal integrity, ethics and commitment to Diversity and Inclusion.
* **Travel:** The willingness and ability to travel interstate and internationally as required noting we work hard to accommodate family 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.

# Key selection criteria

1. Demonstrated ability to provide strategic and visionary leadership within a research or innovation setting including the ability to identify and encourage outstanding performers, foster a high-performance, innovation culture and lead complex change.
2. Ability to develop and oversee the implementation of complex and highly impactful research and commercial agenda that fosters scientific excellence and delivers significant value for CSIRO, its partners and the nation.
3. Commercial success in identifying and executing new business models, including negotiating strategic alliances with external parties, across a variety of industries, based on win-win outcomes, both in Australia and overseas.
4. A successful track record of dealing effectively with diverse stakeholder groups; including government, industry, other research bodies and agencies, and the general public.
5. Demonstrated experience in working collaboratively across large and complex organisations, especially in areas outside of current domain.
6. Behaviours that are exemplary and actively promotes collaboration, innovation and consultation.

**Location:** Negotiable

**Salary:** An attractive salary package negotiable

**Reference:** 56544

**Term:** 3 years, with the potential to renew

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)

How to Apply:

Korn Ferry has been appointed to advise CSIRO on this appointment. To apply, email csiroedgrowth@kornferry.com or for more information, please contact Sophie Kolatchew on +61 3 9631 0336. Applications close 26 April 2018.

Applications sent directly to the CSIRO may not be considered.

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.

At the Commonwealth Scientific and Industrial Research Organisation (CSIRO), we shape the future. We do this by using science to solve real issues. Our research makes a difference to people, industry and the planet.

Our research includes the following business units:

* Agriculture and Food
* Australian Animal Health Laboratories
* Data 61
* Energy
* Land and Water
* Manufacturing
* Mineral Resources
* Oceans and Atmosphere

We are responsible for the following national facilities and collections:

* Atlas of the Living Australia
* Biocontainment facility
* National Collections
* Scientific computing
* *RV Investigator*
* ASKAP (Australian Square Kilometre Array Pathfinder)
* The Dish