

Research Director – Nutrition & Health

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| **Role Title:**  | **Research Director, Nutrition & Health – CSIRO Health & Biosecurity**  |
| **Reference Number**  | 54221 |
| **Classification:**  | CSOF 8  |
| **Location:**  | Adelaide, South Australia  |
| **Salary Range:**  | Attractive salary package including a motor vehicle allowance and bonus to be negotiated. |
| **Tenure:**  | 3 year term  |
| **Relocation assistance:**  | Will be provided to the successful candidate if required.  |
| **Applications are open to:**  | Australian and international residents  |
| **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 BU Leadership team  |
| **Direct Reports:**  | Group Leaders  |

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| **Role Purpose**  |
| The Research Director sets the vision and strategy, and leads a Research Program to deliver outputs, 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 for 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.
* Is 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.
* Is empowered and has a strong delegation base to enact the role.
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| **Key Result Area (Accountabilities)**  |
| **Impact Science Leadership** * Undertake long term science impact planning (i.e. Program strategy) and implementation for the Program to address national challenges and to build CSIRO’s capacity to innovate for science discovery.
* Develop an R&D environment characterised by science excellence, creativity, innovation and flexibility.
* Identify opportunities for science to contribute to overcoming associated adoption challenges.
* Catalyse science thinking – form/support science networks, sponsor exploratory and capability development projects, support Future Science Platforms.
* Manage the portfolio of projects including prioritisation and resource allocations to deliver on the Program and BU strategies.
* Deliver on project solutions to external customers/stakeholders through integration of science, innovation and impact.
* 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 through key stakeholder and client engagement.
* Maintain CSIRO’s Project Management Standards in the Program.
* Lead regular project review processes.
* Support the Deputy Director Science in the Business Unit Science & Impact 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 and future needs of the Program.
* Model appropriate and professional behaviour in the workplace and manage people matters

Proactively. * 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.
* Provide long-term science and workforce capability planning and deployment to support the delivery of Program research with impact, including forecasting demand, monitoring science trends, identifying new opportunities and building a high performance culture.
* Direct workforce deployment – skills utilisation, absences, development and changes needed as projects evolve during execution.
* Effectively lead change initiatives across the Research Program and the Business Unit.

**Engagement and Partnership*** Build strategic relationships and alliances within the organisation to collaboratively execute the CSIRO, Business Unit and Program strategies, including fostering mobility and cross-deployment of personnel across BUs and Programs.
* 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 strategy to internal and external stakeholders.
* Coordinate high level contact with customers, clients, and partners and identify opportunities for future collaboration – including with other Programs, Business Units and beyond CSIRO.

**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:**  * Strategic collaborative and relationship management skills, demonstrated effectiveness in aligning the business unit’s capability with Government, industry and other stakeholders’ needs.
* Capable of driving execution.
* Strong judgement and decision making ability.
* Capable of building a successful team, including appropriate delegation and empowerment.
* Well-developed influencing skills to gain commitment by using appropriate interpersonal styles and techniques.
* Capable of effectively managing and 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 areas (health, economics and new industries), 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.
* A 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 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 – a 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:** To be decided**Key Relationships:** * Business Unit Executive (Business Unit Director, Deputy Director Science, and Research Operations Manager)
* Research Program Directors within Health & Biosecurity and in other Business Units
* External clients/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 development and 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 50-100 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. |
| **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 and cover letter as one PDF document online at <https://jobs.csiro.au/>(Reference **54221**). Internal (CSIRO) candidates should lodge their CVs via the “Recruitment” tab in SAP(choose “Jobs Central” and enter Requisition 54221). If you experience technical difficulties, please call 1300 984 220 during Australian Eastern Standard Summer Time 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:** 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/) 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. We have a total of 4 research programs across the business unit.The **Nutrition & Health Research Program** is located primarily 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 wellbeing industries resulting in significant health and economic benefits for Australians |