# Position Description

## General Management – CSOF9

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| Advertised Job Title**:** | **Director, Organisational Development**  |
| Job Reference: | 59881 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | [ ]  Australian Citizens Only[x]  Australian/New Zealand Citizens and Australian Permanent Residents Only* [ ]  All Candidates
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| Percentage of Client Focus - Internal: | 70% |
| Percentage of Client Focus - External: | 30% |
| Reports to the: | Executive Director People |
| Number of Direct Reports: | 11 |
| Name and Contact Details For Applicant Enquiries: | Dympna Austin (from 16 Jan) or Helena Hink (2nd to 15 Jan) |
| Contact Details For Applying: | Call 1300 984 220 or email careers.online@csiro.au.  |
| How to Apply: | Please apply online at [jobs.csiro.au](https://jobs.csiro.au/) and enter the requisition number**.** Internal applicants please apply via ‘Jobs Central’ through the ‘People Hub’ icon.  |

The role

* **Do you inspire others and bring disruptive thinking in preparing for the future of work? Do you have a growth mindset?**
* **Are you a collaborative leader who has delivered organisational development initiatives aligned to business needs?**
* **Do diversity and inclusion run in your DNA?**

CSIRO is seeking a Director Organisational Development (OD) to lead and manage a specialist team of up to 40 OD, learning and change practitioners in the development and delivery of aligned initiatives within the Strategic and Corporate Plan.

Reporting to the Executive Director People, the person appointed will need to work closely with the Executive and Leadership Teams to lead the organisation through the next phase of our cultural transformation journey.

The Director Organisational Development will lead the following activities to achieve and engaged a capable workforce that supports diversity and inclusion:

* Organisational and Performance Development;
* Culture Alignment;
* Talent Management;
* Leadership Development;
* Learning and Development;
* Change Management and Engagement;
* Diversity and Inclusion;
* Indigenous Engagement.

With strong business acumen and an understanding of organisational needs, the Director OD will provide specialist expertise in the development of organisational culture, talent management, leadership, employee engagement and all aspects of organisational change and performance development.

CSIRO is looking for a strategic, innovative and collaborative leader with the ability to deliver pragmatic relevant solutions to organisational development challenges.

The successful applicant will be a dynamic and strategic leader bringing a track record of conceiving and implementing large-scale organisational development initiatives in complex environments. Working with the other People Directors, the Director OD will drive CSIRO’s cultural vision of collaboration, inclusiveness, empowerment, agility and contribute to the overall delivery of Strategy.

 Key result areas

**Champion of Culture and Purpose**

Work with the People Leadership Team and the broader CSIRO Executive and Leadership Team to define and deliver the organisation’s culture that enables all employees to do their best work and deliver our mission. Be a champion at all levels of the organisation by articulating CSIRO Strategy 2020 and Corporate Plan in the context of people.

**Organisational Development Leader**

Participate as a true business partner to the CSIRO Executive and Leadership Team and operate as a practitioner to lead the development and implementation of the enterprise wide Organisational Development and Learning & Development Strategies, Plans and Initiatives.

**Talent and Succession Management**

Be responsible for developing CSIRO’s talent framework, including identification, development planning and talent programs. The Director will work collaboratively to implement an integrated approach to talent and succession planning for the whole of CSIRO. Work closely with the HR Business Partners and specialist teams such as Leadership Development and Recruitment lead talent management across CSIRO including implementing a robust succession planning framework. The Director OD will work closely with the Executive Director on Executive and Leadership Teams succession and development plans.

**Leadership and Learning**

Drive leadership and learning development across the enterprise championing a growth mindset. Maximise the resources of the whole team, contracting with external partners as required to deliver on agreed plans. Lead the development and oversee the implementation of a culture of continuous learning and development aligned with the requirements of the Corporate Plan, Strategy 2020 and CSIRO’s rolling Strategy.

**Organisational Change and Engagement Leader**

Lead the organisation’s staff engagement and guide and accelerate the organisation through transformations at scale, ensuring organisational agility to drive progress. Be a change leader that brings everyone together on the culture journey to position CSIRO for the future of work.

**Diversity and Inclusion**

As an inclusive leader, lead the drive for the diversity and inclusion strategy and the identification of key employment and engagement programs to achieve a diverse and inclusive workplace, including CSIRO’s commitment to Science in Australia Gender Equity (SAGE) Program and the implementation of the Reconciliation Action Plan 2018-20

Key personal attributes

We are looking for a person with a coherent career trajectory built on experiences and skills in the following:

* **Proven innovative leader:** Led successful teams working across multiple sites and experience with complex change management underpinned by a talent focus.
* **Business leader:** Business acumen, with the ability to assess and then advise on organisational development opportunities for the business. Using domain, industry, financial, market and/or economic, information to understand and improve impact, combining one’s understanding of major business functions, industry trends, and own organisation’s position to contribute to effective workforce planning strategies and tactics.
* **Driving for Results:** 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.
* **Engaging/Personable:** Respectfully attends to the needs and feelings of others to develop effective partnerships and relationships; relates to people easily and with humility.
* **Ability to operate effectively at multiple levels:** Ability to work in collaboration with the People Leadership Team and build relationships with relevant external stakeholders and all levels of staff.
* **Driving Execution:** Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable impact and outcomes.

Selection criteria

**Pre-requisite**

* **Education/qualifications:** Tertiary qualificationsin Human Resources or other relevant higher degree, and significant relevant experience at senior executive level in a complex or innovation organisation.
* **Leadership:** Demonstrated experience as an effective, consultative, constructive contributor at executive level.
* **Travel:** The willingness and ability to travel interstate and internationally as required noting we work hard to accommodate personal arrangements.

*Under CSIRO policy only those who meet all selection criteria can be appointed.*

**Key selection criteria**

1. Demonstrated ability to provide strategic and visionary leadership including the ability to identify and encourage outstanding performers, foster a high-performance, innovation culture and lead complex change.
2. Demonstration of being an organisational development and/or culture change practitioner within a complex organisation.
3. Leadership attributes such as collaborative, influential and inclusive and experience in leading change across a large, dispersed and complex organisation.
4. A successful track record of dealing effectively with diverse stakeholder groups; including a Board of directors and executive teams.
5. Innovative thinker with a growth mindset who is comfortable with ambiguity, change, and has the ability to turn a vision into reality.

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

**Location:** Negotiable (Melbourne, Sydney, Canberra preferred

**Salary:** An attractive salary package negotiable

**Reference:** 59881

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

**Closing date:** 31 January, 2019

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)

## Special requirements:

Appointment to this role may be subject to a security or national police clearance. Applicants who are not Australian Citizens may be required to undergo additional security clearances.