**POSITION DETAILS**

## Administrative Services – CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Business Development Manager – Agriculture & Food |
| Job Reference | 63978 |
| Tenure | Indefinite |
| Salary Range | AU$113,338 to AU$132,811 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra, ACT or Brisbane QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Director Business Development & Commercialisation – Agriculture & Food |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | Nil |
| Enquire about this job | Contact Andrew Chalmers via email at andrew.chalmers@csiro.au or phone +0413 483 653 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

The role of Business Development (BD) Manager for CSIRO Agriculture and Food (A&F) Business Unit (BU) is responsible for building and monitoring a portfolio of external relationships and a pipeline of funding opportunities, as well as securing new funding that is aligned to science, innovation and impact goals in the Agricultural Systems science domains.

The Agricultural Systems Research Program’s goal is to improve the sustainability, productivity and resilience of production systems through the adoption and use of innovative technology and management practices. The Programcreates value on-farm and through the value chain by taking systems approach to improve farm systems. The program achieves this through identifying current limitations, developing novel interventions and combinations of practices underpinning by expert experimental and modelling science.

The position will facilitate close collaboration with external clients and internal stakeholders to identify strategic BD opportunities and close complex deals. Experience in dealing with Australian Research and Development Corporations and Private Companies (large and small) organisations will be beneficial.

The Agricultural Systems research program is a large research program with a large geographic spread in terms of researchers and clients. The program is clearly defined with a stable partner mix made up of Research Development Corporations, Agribusinesses and to a lesser extent SME’s.

The successful candidate will work with clients, internal and external stakeholders to identify strategic BD opportunities and close complex deals.

The role will require both domestic and international travel. A current driver’s licence and passport is required.

### Duties and Key Result Areas:

* Develop a portfolio of commercial relationships with new and existing large clients and partners at multiple seniority levels aligned to the Ag & F strategy.
* Maintain opportunity pipeline and workflow systems to ensure accurate forecasting and visibility of opportunities across the Business Unit.
* Develop and apply a strong knowledge of CSIRO Business Unit strategies, policies, processes, systems and tools relevant to BD, including operational planning, commercial governance mechanisms, contracting, IP management and freedom to operate, pricing and pipeline management, particularly with relevance to commercial activities (e.g. TPA, Copyright, Trademarks, Patents, Equity transactions etc).
* Proactively create a portfolio of ‘trusted advisor’ relationships with strategic clients, partners, and key internal stakeholders to drive BD activities and achieve objectives.
* Develop strategic commercial plans incorporating insight into industry, market needs and opportunities, effectively utilising available business and market information.
* Demonstrated success in aligning industry needs (including multiple stakeholders and partners) with technology and capability solutions, innovative business models and ability to deliver that value to industry partners via an appropriate transaction that addresses risk and rewards, Ag&F Strategy and CSIRO policy compliance.
* Develop and apply a broad knowledge of the Business Unit science domain and a strong working knowledge of specific science areas of responsibility.
* Lead and monitor the execution of a BD strategy to achieve the commercial objectives of the areas of responsibility and proactively identify, guide and support the conversion of strategic BD opportunities.
* Utilising extensive internal networks, a demonstrated ability to build and lead transaction teams, and navigate multiple internal and external stakeholders to close large complex deals.
* Work within CSIRO and with clients to maximise and broaden value of relationships and BD interactions.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Required Competencies:**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build organisational interaction across CSIRO.
* **Influence and Communication:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
* **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency and understanding through integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

1. At least 5 years of Business Development & Commercial experience
2. Relevant degree in Business, Science, Finance or Economics or equivalent.
3. Strong team player with demonstrated experience in utilising the broader BD&C team and internal and external networks in delivering results, as well as sharing knowledge and learnings and leveraging expertise as a collective approach.
4. Demonstrated experience to build and maintain strong professional and collaborative working relationships across a range of disciplines at all levels of the organisation and externally, proactively seek and influence multiple key stakeholders, within a complex and ambiguous environment, to achieve a successful outcome.
5. Using internal and external networks, a demonstrated ability to build and lead transaction teams, and navigate multiple internal and external stakeholders to close large complex deals.
6. Demonstrated ability to develop, lead and deliver on innovative commercial strategies and innovative business models, aligned to the BU’s overall research and business impact agendas while taking into account CSIRO commercial policies, procedures and risk tolerances, industry and stakeholder needs and market insights.
7. Demonstrated ability to maintain opportunity pipeline and workflow systems to ensure accurate forecasting and visibility of opportunities across the BU.
8. Demonstrated knowledge, experience and success in Agriculture sectors to achieve results aligned to BD principles, including solution development, negotiation, pricing, technology commercialisation and intellectual property issues, including success in transferring IP and capability solutions to industry partners.

Special Requirements

The successful candidate will be asked to consent to National police check. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

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