# Position Details

## General Management – CSOF8

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| Advertised Job Title | Deputy Director, Company Creation |
| Job Reference | 64282 |
| Tenure | Specified Term of 2 years Full-time |
| Salary Range | AU $162k to AU $204k per annum, plus up to 15.4% superannuation |
| Location(s) | To be negotiated – Sydney, Canberra, Melbourne or Brisbane preferred |
| Relocation Assistance | Will be provided to the successful candidate if required ed |
| Applications are open to | All Candidates |
| Position reports to the | Director, Agriculture and Food (line management)  Director, Business Development & Commercial  Director, Science, Impact & Policy |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 2 |
| Enquire about this job | Contact Michiel van Lookeren Campagne via email: [Michiel.Vanlookerencampagne@csiro.au](mailto:Michiel.Vanlookerencampagne@csiro.au) or telephone +61 262465500 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applications 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 2200 |

**Role Overview**

The role of Deputy Director, Company Creation in CSIRO is to lead a semi-autonomous, small, agile team at the interface of Business Development & Commercialisation (BD&C) and the Agriculture and Food business unit with the aim of scaling the new ‘venture science for equity’ model that was developed for a number of recently created companies, such as [V2 Foods](https://www.v2food.com/). These ventures will be opportunity focused, will leverage CSIRO’s cross Business Unit (BU) transdisciplinary expertise, and will be co-developed with major go-to-market partners. This senior role facilitates the strategic internal disruption of business practice and will report to Directors of Agriculture and Food (line management), Business Development and Commercial, and Science, Impact and Policy. A significant aspect of the role will be engagement with Venture Capitalists and other Commercial partners on behalf of CSIRO. Critically, the role will have the delegation to develop and approve deals in accordance with the existing CSIRO risk management and governance framework.

**Duties and Key Result Areas:**

* Lead a small, semi-autonomous cross functional team aimed at scaling a disruptive venture science business model for CSIRO, leading to the creation of new companies/entities with significant commercial outcomes for the organisation.
* Use understanding of CSIRO’s capabilities and knowledge of the market to identify and exploit venture science research for equity opportunities of strategic significance and negotiate complex deals for new and developing products and processes, ensuring that CSIRO’s position is both protected and advanced, for the benefit of Australia’s economy, society and/or the environment.
* Launch and develop a portfolio of between 5-10 new companies in the next two years.
* Use knowledge of CSIRO to identify relevant science capability that can be suited to the development of solutions and to potentially seek external, complementary capability or technology outside of CSIRO.
* Engage with the Venture Capital community and other commercial partners in the co-development of commercial paths to impact within the venture science capability.
* Work collaboratively between BD&C and CSIRO BUs to drive a disruptive venture science model that leverages CSIRO’s expertise in an agile manner.
* Take responsibility for the provision of high-level strategic and tactical advice and manage organisational compliance with legal and statutory responsibilities that have significant organisational implications.
* Make representations on behalf of CSIRO to industry and the Government, lobby key influencers and market CSIRO’s capability to ensure the Organisation is well placed to meet its objectives.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks in support of CSIRO’s scientific objectives.
* 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.

## **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:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **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. A relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles, ideally with postgraduate managerial qualifications.
2. Demonstrated entrepreneurial and strategic business acumen, with experience in the venture capital start-up space.
3. A good understanding of the agriculture and food industry, and its unmet needs.
4. A good understanding of science serving the agriculture and food space, and the ability to link business opportunities to science competencies.
5. The ability to think quickly, creatively and outside-of-the-box, forge new connections, create new opportunities, mature them, and pitch those to a wide variety of audiences.
6. A strong history of establishing and working effectively in teams, and a record of leadership which encourages new ideas, builds trust and provides support for the development of emerging skills; including influencing staff in observing corporate and professional standards, acting as trusted advisers, fostering effective client relationships, and ensuring alignment between client needs and research or business objectives.
7. A significant record of innovation and creativity plus the ability & willingness to incorporate and/or promote the inclusion of novel ideas and approaches into projects of all sizes and scale.

**Desirable:**

1. Extensive international network in the agriculture and food industry.
2. Extensive network in the Australian and international venture capital ecosystems.
3. Experience creating and running start-up(s) funded via venture capital.

**Special Requirements**

* The successful candidate will be asked to provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on merit.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test) - <https://ielts.com.au/>

**About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

Discover more about [CSIRO Agriculture and Food](https://www.csiro.au/en/Research/AF)

**CSIRO’s Commitment to Diversity**

We’re working hard to recruit diverse people and ensure all our people feel supported to do their best work and empowered to let their ideas flourish. [D&I Strategy](https://www.csiro.au/en/about/policies-guidelines/working-at-csiro/diversity-strategy)

**Flexible Working Arrangements**

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. [Balance](https://www.csiro.au/en/Careers/The-CSIRO-Experience/Balance)