# Position Details

## Administrative Services – CSOF6

The following information is for applicants

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| Advertised Job Title**:** | Business Development Manager - Energy |
| Job Reference: | 62264 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian/New Zealand Citizens and Australian Permanent Residents and candidates who have full work rights for the duration of the term and do not require sponsorship |
| Percentage of Client Focus - Internal: | 20% |
| Percentage of Client Focus - External: | 80% |
| Reports to the: | Director, Business Development and Commercial – Energy |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries: | Peggy Stasinos email via email - [Peggy. Stasinos@csiro.au](mailto:Justin.Harsdorf@csiro.au)  *Please do not email your application directly to Peggy Stasinos. Applications received via this method will not be considered.* |
| Contact Details For Applying: | Call 1300 984 220 or email [careers.online@csiro.au](mailto: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’ in SAP (click ‘Recruitment’) |

## Role Overview:

The role of Business Development Manager (BDM) in CSIRO is to contribute to the effective delivery of science through the provision of high-level advice to senior managers, members of the Executive or Business Unit leaders.

This program addresses the challenge of transitioning Australia's current centralised electricity grid system to a lower emission future state via a pathway that maintains energy affordability and reliability. Priorities include more widespread and effective deployment of improved energy efficiency strategies and tools, assisting in the uptake of renewable energy generation and storage technologies, understanding demand response and providing facilitation and impartial advice to the sector on regulatory and social acceptance issues. The program also provides macro and micro economic analysis across the entire energy sector to provide guidance to government policy makers, regulators and industry alike.

The program utilises a range of technical and science approaches from desktop modelling to system simulation and demonstration. Capability skill sets include software development, electrical engineering including grid simulation and analysis, chemical, materials and mechanical engineering as well as macro, micro and technoeconomic analysis and social science.

The Business Development Manager will report to the Business Development Director, Energy within the enterprise Business Development and Commercial function at CSIRO. The BDM will be responsible for building and monitoring a portfolio of external relationships and a pipeline of funding opportunities aligned to the Energy’s Business Unit, science and impact goals. THE BDM will facilitate close collaboration with Energy customers and internal stakeholders to identify strategic Business Development (BD) opportunities and close complex deals.

The BDM will have significant input into the development of the CSIRO Energy Business Unit BD strategy specifically around the oil and gas, hydrogen etc and be responsible for:

* The execution of the plans in assigned areas;
* The proactive monitoring and driving performance improvement against strategic objectives.

## Duties and Key Result Areas:

* Develop or manage and maintain, a portfolio of commercial relationships aligned to the CSIRO Energy’s CMP strategy and plans with multiple touch points within client organisations.
* 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 Energy strategies, policies, processes, systems and tools relevant to BD, including operational planning, risk management, commercial governance mechanisms and pipeline management, particularly with relevance to commercial activities (e.g. TPA, Copyright, Trademarks, Patents, CAC Acts).
* Proactively create a portfolio of ‘trusted advisor’ relationships with strategic clients, partners, and key internal stakeholders to drive BD activities and achieve objectives.
* Develop and apply a broad knowledge of the CSIRO Energy science domain and a strong working knowledge of specific science areas of responsibility incorporating commercial BD principles, negotiation, markets, business and technology trends and relevant issues.
* Assist in development of strategic commercial plans incorporating insight into industry, market needs and opportunities, effectively utilising available business and market information.
* 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 BD opportunities.
* Plan and lead the development of complex bids and negotiate with clients to close high quality deals in collaboration with internal support functions.
* Utilising internal networks, build and lead transaction teams to close large complex deals.
* Work within CSIRO and with clients to maximise and broaden the value of relationships and BD interactions.
* Act as a trusted advisor, understanding the client’s Business Unit and/or seeking information about the real underlying needs of the client, and identify and adapting quickly to changes in clients’ needs and market changes.
* Within broad guidelines, be a technical leader and/or manager of a function(s), negotiate the budget for the function including securing external funds, have sound understanding of Business Unit goals and activities, be a member of or provide strategic advice to the management team, and establish and maintain networks beneficial to the achievement of the Business Unit’s goals
* Lead staff by developing the work plan, allocating and monitoring resources and achieving the function outcomes, ensuring effective team performance, developing team members, and influencing other internal and external parties to achieve the function’s goals and promote the Business Unit in external forums.
* Influence the Business Unit’s strategic decisions and align the goals of their function with the broader Business Unit goals, and contribute to and influence organisational policy.
* 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, often regionally dispersed research team, and business unit 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.
* Other duties as directed.

## Competencies:

1. **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
2. **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas
3. **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, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
4. **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.
5. **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
6. **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## Essential Criteria:

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

1. A tertiary qualification in science/engineering and/or business with a focus on innovation management.
2. Proven ability to develop a portfolio of commercial relationships with new and existing customers across multiple touch points in the customer’s organisation.
3. Demonstrated ability to maintain an opportunity pipeline and workflow systems to ensure accurate forecasting and visibility of opportunities.
4. Demonstrated understanding of commercial BD principles, negotiation, markets, business and technology trends and issues relevant to the industry.
5. Demonstrated experience in building and maintaining strong professional and collaborative working relationships within organisations.
6. An understanding of agile customer development, market validation, and aligned methodologies.

## Desirable Criteria:

1. Demonstrated knowledge and expertise in Energy Science domain (especially around GEES technologies).

## Special Requirements:

Appointment to this role may be subject to conditions including security/national police/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents 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 imagine. We collaborate. We innovate. To find out more visit us [online](http://www.csiro.au/)!

Find out more about CSIRO [Energy](https://www.csiro.au/en/Research/EF)