# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Strategy Manager |
| Job Reference | 63903 |
| Tenure | Specified term of 3 years  Full-time |
| Salary Range | AU$113k - AU$132k pa + 15.4% superannuation |
| Location(s) | Melbourne, VIC |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizen or Permanent Resident or candidates  having a relevant visa to work in Australia |
| Position reports to the | Executive Manager, Market Vision |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Natasha Dames via email at natasha.dames@csiro.au or phone +61 2 9490 8570 |
| 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

CSIRO’s purpose as Australia’s national science agency is to solve Australia’s greatest challenges through innovative science and technology. As one of the world’s largest mission-driven multidisciplinary science and research organisations, we are focusing on the issues that matter the most: for our quality of life, for the economy and for our environment.

There are six challenges we are assisting the nation to overcome, and turn to Australia’s unique advantage: Food security and quality; Health and Wellbeing; Resilient and Valuable Environments; Sustainable Energy and Resources; Future Industries and a secure Australia and region.

A Challenges and Digital Transformation program has been introduced to help us focus on addressing the six challenges in a co-ordinated, multi-disciplinary way and to ensure digital is central to our thinking.

The Strategy Manager position will be a pivotal part of CSIRO’s Strategy team and advancing our Challenges program and, in particular, defining and operationalising cross-cutting science and technology capabilities to address Challenges.

The role will require a passionate boundary spanner with the capacity to develop and support cross-functional teams (and external networks) to explore, design, select and operationalise cross-cutting science and technology capability. Through collaboration across boundaries, frameworks and analytical support, the Strategy Manager will be responsible for delivering transformational change to teams across the business who are looking to solve wicked challenges.

The role will also require a strong project management capability with ability to manage large, high-profile projects with multiple concurrent workstreams in a complex internal and external stakeholder environment.

Success in the role will require collaborating with the Executive Manager, Strategy, and members of the Executive Team to inform leaders of the most strategic markets for CSIRO’s applied science capabilities, and influence collaboration networks to catalyse the most innovative science which will deliver significant national and global benefit.

### Duties and Key Results Areas

#### Manage strategic programs

* Lead strategic programs by developing work plans, allocating and monitoring resources, ensuring effective team performance, developing team members, and influencing internal and external stakeholders to achieve function goals
* Actively support senior organisational leaders to develop strategic plans that align with organisational goals, policies and procedures
* Manage complex strategy projects from initiation to completion, by developing highly-detailed project plans, implementing along strict timelines, sourcing input from diverse contributors, integrating feedback from senior stakeholders, and achieving executive endorsement
* Write papers for Executive Team and Board meetings regarding strategic initiatives

#### Provide thought leadership on strategic decisions

* Act as a trusted and expert advisor, understanding the Business Units and/or seeking information about their real underlying needs, and identify and adapting quickly to changes in Business Unit needs and market changes
* Within broad guidelines be a thought leader and manager of a strategy program, have sound understanding of market needs and directions, Business Unit goals and activities, provide strategic advice to the management team, and establish and maintain networks beneficial to the achievement of Business Units’ goals

#### Develop evidence-based strategies

* Work closely with research scientists to develop strategic plans that align their science and technology capabilities with organisational goals and market needs
* Gather, analyse and synthesise internal and external data to determine market trends and organisational capability and needs
* Facilitate workshops to identify stakeholder needs and co-design solutions
* Develop implementation plans for strategies that ensure they are effectively embedded in organisation policy and practices

#### Work collaboratively and demonstrate exceptional interpersonal skills

* 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 drive cross-disciplinary research programmes
* Demonstrate exceptional interpersonal skills to be a trusted and effective influencer of senior thought leaders within the organisation
* Create an environment that encourages new ideas and provide support for the development of emerging skills

#### Organisational support

* 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 within skills and capabilities as reasonably required.

## **Required Competencies:**

* **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.
* **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.
* **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.
* **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:** 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.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## **Selection Criteria**

#### Essential

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

1. A PhD in a science or technology discipline. Postdoctoral research experience may be an advantage.
2. 5+ years of relevant work experience across disciplines preferably in a strategy consulting firm or in corporate strategy
3. Experience developing strategy and initiating multidisciplinary, cross-business projects in an applied research environment
4. Experience in working closely with executive stakeholders on strategic initiatives
5. Demonstrated success in managing complex high-profile projects with multiple concurrent workstreams, extensive and diverse stakeholders, and tight deadlines
6. Demonstrated ability to provide high-level strategic analysis on existing operations, recognise opportunities and provide high-quality guidance in a complex organisation to ensure competitive advantage across a national and global market
7. Proven ability to deliver results in an environment of high ambiguity and support multiple initiatives across a large complex organisation
8. Exceptional oral and written communication, interpersonal, negotiation and representational skills, including experience working across diverse teams and large organisations.
9. Proven time management, decision-making and problem-solving skills with the ability to multi-task, produce rapid results and remain composed under pressure.

## **Desirable:**

1. Project experience in multiple scientific fields
2. Experience working in a publicly-funded research agency
3. Experience in organisational design
4. Facilitation training and skills
5. Co-design training and skills

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## **About CSIRO:**

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