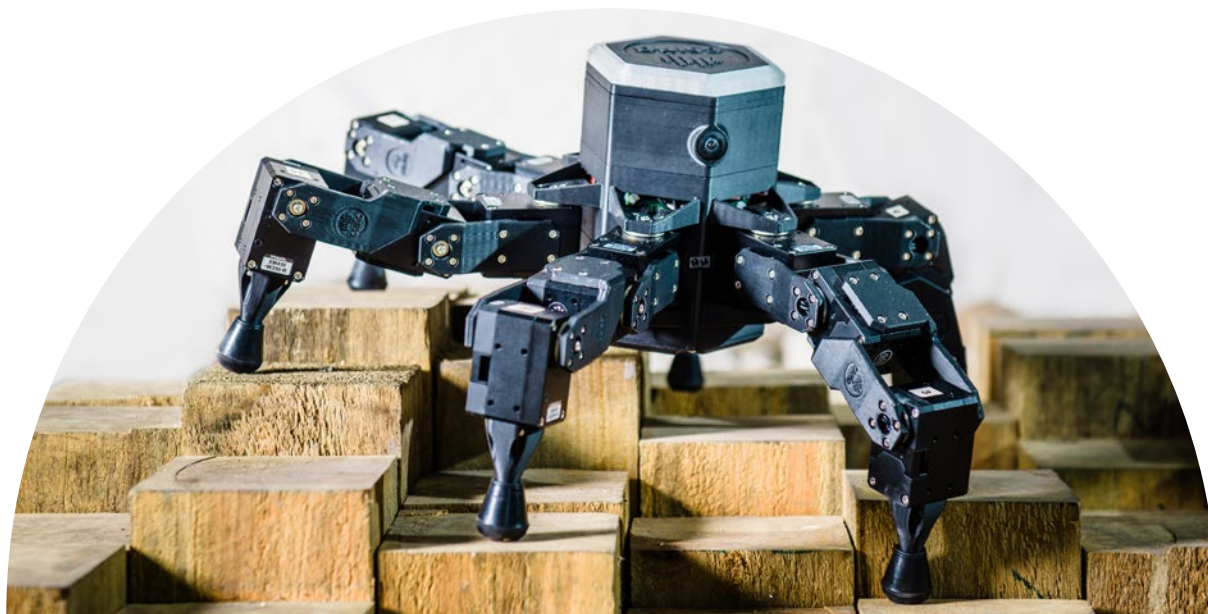




Australia's National
Science Agency



Position Description

Director, CSIRO's Data61

Information for applicants

About CSIRO

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) is one of the world's largest and most successful publicly-funded research and development organisation with over 50 locations across Australia and internationally.

CSIRO is committed to complementing its world-class science capabilities with outcome-focused research that will generate economic, environmental and social benefits for Australia in a global context.

Solving the greatest challenges through innovative science and technology





About Data61

In three years, CSIRO's Data61 has quickly established itself as Australia's leading data science and innovation group, partnering with government, industry and academia to solve Australia's largest data-driven challenges underpinned by deep science and technology.

Its world-class research expertise includes technologies transforming every aspect of society and the economy, including: artificial intelligence and machine learning, cybersecurity, privacy, blockchain, cyber-physical systems and advanced data analytics. CSIRO is seeking a new Director who is passionate about digital science and technology to take Data61 into the next phase of its evolution, maximising the opportunities that digital and data science can deliver for Australia. The Director will be focused on creating an environment based on agility, entrepreneurship and research excellence in the digital domain.

About the role

The role of Director, CSIRO's Data61 presents a rare opportunity to lead one of the largest digital science and technology groups in Australia.

This successful applicant will have a deep understanding of technology trends and the application of digital science and technology in the market. The role requires a visionary leader with experience in managing portfolios of projects and people within the research and development domain. The Director will be a member of the CSIRO Leadership team and have outstanding collaboration and communications skills.

Strategic leadership

- Building on the team's success, review and implement Data61's strategic plan.
- Lead the business unit to develop and realise its science vision in partnership with stakeholders and science partners.
- Deliver timely, accountable and focused outcomes to government, industry and society through application of world class R&D.
- Develop an R&D environment characterised by science and engineering excellence, creativity, innovation and collaboration.
- Ensure effective implementation of CSIRO's governance and decision-making frameworks to build an environment of transparency and trust.
- Active membership of the CSIRO Leadership Team.

Capability leadership

- Attract, develop and retain world class talent that will meet current and future needs.
- Strive for 'Zero Harm' (physical and psychological) through a commitment to a healthy, safe and an environmentally sustainable workplace.
- Empower staff with sufficient autonomy to pursue innovative science and technology that encourages the creative exchange of ideas.
- Model appropriate and professional behaviour in the workplace and manage people matters proactively.
- Lead and champion change and collaboration across the organisation.
- Champion Digital + Domain research across CSIRO.
- Provide leadership to approximately 1000 staff, students and affiliates to develop innovative scientific and technological solutions that deliver impact for Australia.



Engagement and partnerships

- Develop and maintain strategic relationships with stakeholders, clients and partners to ensure alignment of the business unit's activities with the needs of the nation.
- Provide trusted advice to government, industry and the community.
- Drive commercial outcomes through the transfer of research and technology into commercial and societal benefits.
- Build strategic alliances within the organisation to collaboratively execute CSIRO's strategy with a focus on digital transformation.
- As a member of the CSIRO Leadership Team, play a key role in the CSIRO Challenges and Digital Transformation Program.
- Be the catalyst for increasing digital literacy across the organisation.

Resource leadership

- Lead and manage the business unit's financial resources, people, infrastructure and research assets to ensure their effective and efficient use.
- Secure a pipeline of opportunities aligned with national priorities that delivers a sustainable financial future.
- Ensure effective management of physical infrastructure and resources in an environmentally sustainable way.
- Ensure best practice governance and management of commercial activities and intellectual property.

Director, CSIRO's Data61

Qualifications

Tertiary qualifications in a relevant field

Postgraduate qualification or equivalent experience

Advanced levels of digital literacy

Critical experiences

Has led multi-disciplinary, large research and development teams

Has developed collaborative relationships with key stakeholders

Has developed significant client/funding streams

Has developed and implemented research strategy in a diverse and complex organisation

Has grown a culture that puts people first and strives for excellence and teamwork

Strategic impact

- Conducting 'boundary spanning' activities to develop client opportunities that enrich the quality and breadth of research in CSIRO
- Creating the vision for employees to strive to deliver on strategy through the sharing of knowledge, and exposure to relevant experiences
- Leading our nation's innovation system to grow competitive advantage and resolve future scientific and technology challenges

Selection criteria

1. Established credibility and respect in the digital domain with evidence of effective leadership of a world-class research capability commensurate with the scale of the Data61 business unit (~600 staff). Postgraduate qualification in relevant field is mandatory.
2. Evidence of strong engagement skills and strategic relationship management that expands growth opportunities, drives commercial outcomes, and delivers national impact.
3. Demonstrated ability to attract, retain, empower and develop world-class talent and to promote well-being and foster creativity and innovation.
4. Demonstrated track record in leading a complex, multi-site and large-scale operation including managing financial and physical resources and creating a safe and healthy workplace.
5. Established track record of building, driving and embedding cultural change and effective change management.
6. Strong leadership skills that demonstrate the ability to unite disparate groups.
7. Values and behaviours are exemplary, and actively promotes cross-organisation collaboration.

| Top 3 KPIs (e.g.) | | | Where I spend my time | | |
|-------------------------------|----------------------------|---------------------|--------------------------|-----------------------|---------------------------------|
| Impact from excellent science | Sustainable business model | Employee engagement | 40% | 20% | 40% |
| | | | Business unit leadership | Enterprise leadership | Internal/external relationships |

What does success look like?

- I am building an innovative, agile and high-performing leadership team who are clear on the vision for Data61 and are empowered and enabled to drive science and engineering excellence, and deliver high quality research outcomes for our nation
- I am delivering the Data61 strategy and objectives through my project portfolio within agreed financial budgets and timelines
- I am collaborating effectively across CSIRO and with national and international stakeholders in industry, government, and universities to deliver innovative projects and solutions
- I am influencing through my strong networks and relationships in industry and across CSIRO Business Units to engage capable resources for strategic projects
- I am consulting with clients and Government to understand problems and co-design solutions that meet their future needs and are commercially relevant for CSIRO and industry
- I am managing the talent and capability within the business unit to ensure we have the right people and capability today and into the future

Key relationships

My fellow CSIRO Leadership Team colleagues to collaborate and bring together capability to deliver outcomes

My industry and Government networks to partner, advise and innovate

My Leadership team to deliver strategic outcomes, build capability and meet goals

Key customers

Industry partners, to partner and deliver science and technology solutions

My Fellow CSIRO leaders to collaborate and supply digital capability to and increase digital + domain science across the organisation

Government agencies and policy makers, to provide advice and transfer knowledge

Conditions of employment

An attractive senior salary package will be offered to the successful candidate.

CSIRO offers four weeks recreation leave and 15 days sick leave and carer’s leave apply.

CSIRO has a flexible working policy.

Regular interstate and some international travel will be required for this role.

Relocation and immigration assistance will be provided to the successful candidate where required.

This position is for a three-year fixed term.

A security clearance will be required for this role.

Location

The preferred location for this role is Sydney, New South Wales, Australia, however other locations may be considered.

Apply

Korn Ferry is assisting CSIRO with the search. All applications and enquiries should be directed via email to:

Katharine Whittaker, quoting reference KFD61
katharine.whittaker@kornferry.com

Please do not apply for this role via CSIRO careers, applications will only be accepted via Korn Ferry.

**As Australia's national science
agency and innovation catalyst,
CSIRO is solving the greatest
challenges through innovative
science and technology.**

CSIRO. Unlocking a better future
for everyone.

Contact

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