

**Executive Director People**

The role

CSIRO is seeking to appoint an Executive Director (ED) People to drive the organisation’s People and Culture strategies. As an organisation that prides itself on its world leading capability, the person appointed will need to work closely with the Executive Team to lead the organisation through the next phase of our cultural transformation journey. The person appointed will report to the CEO.

CSIRO is looking for an innovative, collaborative, inclusive and inspiring leader to bring fresh and disruptive thinking across the full employee experience within the whole range of human resources and change management support activities. These include:

* talent management;
* succession planning;
* change management;
* industrial relations;
* organisational development;
* performance management;
* learning and development;
* employee services;
* the Employee Value Proposition;
* Culture Alignment;
* CSIRO’s secondment program;
* Diversity and Inclusion;
* flexible working; and
* learning and development.

The ED will have a strong focus on our talent as one of our biggest differentiators of organisational performance. As a visionary leader, the successful candidate will lead CSIRO to prepare for the future of work and manage multigenerational change to proactively shape and drive our talent. The person must be a hands on practitioner of people and talent management not just an executive.

A key goal will be to ensure alignment of the day-to-day experience of working in CSIRO with its core purpose of solving Australia’s greatest challenges with science and engineering. This alignment is critical to empowering our people to operate more independently and with greater agility.

The successful applicant will be a dynamic and strategic leader bringing a track record of conceiving and implementing large-scale organisational transformation in complex environments. Driving CSIRO’s cultural vision of collaborative, inclusiveness empowerment, agility, and contributing to the overall risk appetite will be key areas of responsibility along with the need to listen and learn from staff to build mutual trust to drive change.

As a member of the CSIRO Executive Team, the Executive Director People plays an important role in setting the strategic priorities, and bringing the voice of the 5,500 strong Team CSIRO people to the table. The ED will lead high impact and geographically dispersed functions that are valued across the business.

Key result areas

**Champion of Culture and Purpose**

Work with the Executive Team to define and deliver the organisation’s culture to enable all employees to do their best work and deliver our mission. Be a champion at all levels of the organisation by articulating CSIRO Strategy 2020 in the context of people. Participate as a true business partner on the Executive Team.

**Architect & Owner of People Strategy**

Design and deliver compelling workforce strategies and lead key people initiatives. Provide strategic leadership by articulating People needs and plans to the Executive Team, stakeholders and the Board. Lead key elements across all areas of the employee lifecycle including but not limited to talent management, succession planning, change management, organisational development, performance management, learning and development and remuneration.

**Organisational Change Leader**

Guide and accelerate the organisation through transformations at scale, and ensure organisational agility to drive progress. Be a change leader and bring everyone together on the culture journey and position the organisation for the future of work.

**Trusted Advisor and Coach**

Maximise effectiveness of the executive leadership by providing evidence-based guidance on talent risks and opportunities. Function as a strategic business advisor to the executive/senior management.

**Functional Business Leader**

Manage the People processes and systems as an effective business, using evidence-based insights and actions. Attract, develop and engage talent required for the people function (human resources, workplace relations, policy, payroll, recruitment, organisational development and change) to implement talent strategies. Streamline processes through agile methodology and project management. Lead and invest in cross-functional projects to build relationships and drive impact across the organisation.

Key personal attributes

We are looking for a person with a coherent career trajectory built on experiences and skills in the following.

* **Proven innovative leader:** Leading successful teams with offices and teams working across multiple sites, complex change management experience, talent focus
* **Business leader:** Business acumen, ability to assess and advise on critical people matters impacting on the business. Using domain, industry, financial, market and/or economic, information to understand and improve impact; using one’s understanding of major business functions, industry trends, and own organisation’s position to contribute to effective workforce planning strategies and tactics
* **Driving for Results:** Setting high goals and driving change for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement
* **Engaging/Personable:** Respectfully attends to the needs and feelings of others to develop effective partnerships and relationships; relates to people easily and with humility
* **Ability to operate effectively at multiple levels:** Sit at executive table, work with the Executive Directors, build relationships with relevant external stakeholders and all levels of staff
* **Driving Execution:** Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable impact and outcomes

Selection criteria

Pre-requisite

* **Education/qualifications:** Tertiary qualificationsin Human Resources or other relevant higher degree, and significant relevant experience at senior executive level in a complex or innovation organisation.
* **Leadership:** Demonstrated experience as an effective, consultative, constructive contributor at executive level.
* **Travel:** The willingness and ability to travel interstate and internationally as required noting we work hard to accommodate personal arrangements.

As Australia’s Innovation catalyst, CSIRO has strategic actions underpinned by behaviours aligned to excellent science, inclusion, trust and respect, health, safety and environment, and delivery on commitments. In your application and at interview, you will need to demonstrate alignment with these behaviours.

Key selection criteria

1. Demonstrated ability to provide strategic and visionary leadership including the ability to identify and encourage outstanding performers, foster a high-performance, innovation culture and lead complex change.
2. Demonstration of leading a significant organisational restructure and change
3. Demonstrated experience in forging strategic partnerships internally and externally.
4. Leadership attributes, such as being collaborative, influential and inclusive with the ability to create transformational change and experience doing that across large, dispersed and complex organisations.
5. A successful track record of dealing effectively with diverse stakeholder groups; including board of directors, government, industry, staff association/unions, other research bodies and agencies, and the general public.
6. Innovative thinker, comfortable with ambiguity, change, and ability to turn a vision into reality.

**Location:** Negotiable

**Salary:** An attractive salary package negotiable

**Reference:** 61169

**Term:** 3 years, with the potential to renew

**Closing date:** 26th April, 2018

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.  Find out more [Balance](https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance)

How to Apply:

Korn Ferry has been appointed to advise CSIRO on this appointment. To apply, email csiroedpeople@kornferry.com or for more information, please contact Lissa Tarleton on +61 3 9631 0324.

**Applications close:** 8 April, 2019

Please note: To be considered for this position you will need to ensure that your application goes to Korn Ferry. Applications sent direct to CSIRO may not be considered.

About CSIRO

At CSIRO, we do the extraordinary every day. We innovate for tomorrow and help improve today – for our customers, all Australians and the world.

Our innovations contribute billions of dollars to the Australian economy every year. As the largest patent holder in the nation, our vast wealth of intellectual property has led to more than 150 spin-off companies.

With more than 5,000 experts and a burning desire to get things done, we are Australia’s catalyst for innovation.

CSIRO. We imagine. We collaborate. We innovate.

At the Commonwealth Scientific and Industrial Research Organisation (CSIRO), we shape the future. We do this by using science to solve real issues. Our research makes a difference to people, industry and the planet.

Our research includes the following business units:

* Agriculture and Food
* Australian Animal Health Laboratories
* Data 61
* Energy
* Land and Water
* Manufacturing
* Mineral Resources
* Oceans and Atmosphere

We are responsible for the following national facilities and collections

* Atlas of the Living Australia
* Biocontainment facility
* National Collections
* Scientific computing
* *RV Investigator*
* ASKAP (Australian Square Kilometre Array Pathfinder)
* The Dish