Director, Global



Information package for candidates

December 2018

CSIRO is Australia’s innovation catalyst

To deliver connectivity to the global science, technology and innovation frontier, the Director Global will position us to accelerate our overall rates of international growth, engagement, operations and collaboration.

Certain markets will set the future of the world, you will take CSIRO into those markets and leverage our excellent science to deliver business results. You will be the leading force in where and how we build a business base.

We have offices in the United States and plan to open in China and other potential large scale markets to better anticipate future needs, and drive revenue and growth. The successful candidate will use their global connections and networks to build Australia’s reputation as an innovation catalyst and ensure we are part of the global village.

It is an exciting time to join CSIRO. We are critical for Australia’s future, providing the competitive edge for participating in global industry. We have the support and mandate of the executive our new Chairman of the Board, David Thodey. Together, they are investing and driving the business forward, looking for innovation, commercial opportunities, and the ability to deliver results that will make an impact to Australia and the world.

What we do

At the Commonwealth Scientific and Industrial Research Organisation, or CSIRO, we invent the future. We do this by using science and technology to solve real issues. Our solutions make a difference to industry, people and the planet.

As Australia’s national science and innovation agency, CSIRO has been pushing the edge of what’s possible for almost a century. Today, we have more than 5000 talented people working across Australia and internationally. We take pride in the role we play as a trusted advisor to the Australian government, and our people work closely with industry and communities to leave a lasting legacy both here and abroad. We work with more than 2800 customers every year and have around 3000 active contracts at any one time. Collectively, our innovation and excellence places us in the top ten applied research agencies in the world. We’re the people behind WiFi, soft contact lenses and the Hendra virus vaccine – and we’re Australia’s leading patent holder.



CSIRO is leading the Global Initiative for Honey bee Health - an international collaboration of researchers, beekeepers, farmers, industry, and technology companies aimed at better understanding what is harming bees and finding solutions to help secure crop pollination.

Our people

Our goals and values go beyond our science. We know we will be successful when our innovation culture permeates everything we do and our collaborators and partners realise lasting value from our science. We know we will be successful when we place the customer at the heart of what we do and work as a seamless team across our business units and support functions.

To achieve this, we’re committee to fostering a sense of discovery among our people and ensuring diversity in gender, culture and experience enhances our creativity and skills mix.

There is a real passion among our staff to make a difference, to explore new ideas and to play a part in something that is bigger than them alone. Our workplace is distributed across Australia and offer a flexible work environment that suits the needs of the individual and their family and business commitments.

View our organisation chart at:   
[www.csiro.au/en/About/Strategy-structure/Operating-model](http://www.csiro.au/en/About/Strategy-structure/Operating-model)

Our vision and strategy

Our vision is to be Australia’s innovation catalyst, boosting the country’s innovation performance and creating value for our customers that makes a positive difference to our nation. To achieve this, our Strategy 2020 sets out our focus areas and strategic actions for the coming five years.

View our Strategy 2020 at:

[www.csiro.au/strategy](http://www.csiro.au/strategy)

Your team

You will lead and develop a small team of professionals who will support CSIRO’s growth agenda and the building and coordinating international programs.

Role accountabilities

* Lead CSIRO’s Global growth and initiatives, engaging the Executive and their Leadership Teams to embark upon the journey, consistently challenge the current view of our international opportunities and leverage lessons learned in the past.
* Identify future opportunities for CSIRO to utilise its deep science to deliver innovation and commercialisation in the global world that will contribute to finding Australia’s competitive edge and deliver National Benefit to Australia for the long term
* Build strong relationships with our Business Unit Directors and influence their thinking and approach to that area of science to enable CSIRO to participate in the right initiative in time for future market deliverables.
* Establish and build strong science and commercial networks and partnerships that lead to market entry and development into countries that will deliver results aligned to our Strategic Vision,
* Lead and support a Global team through strategic partner engagement and customer development, representing CSIRO in international forums to enhance and develop CSIRO’s brand, business and networks.
* Using superior influencing and leadership skills consistently broaden the mindset of CSIRO’s executive and leadership teams to drive an organisational shift to opportunities aligned to our Strategic Vision in a global business environment.
* Advise and support the CSIRO Board, Chief Executive and Executive Team on leveraging our Global initiatives to drive business results and National Benefit for Australia
* Adhering to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.



Patients around the world will soon benefit from a unique Australian invention, with emergency pain killer Penthrox (commonly known as 'the green whistle') receiving initial regulatory approval for sale in the European and UK markets.

Essential selection criteria

* Demonstrated ability to provide high level strategic leadership in a complex organisation that has national and international interests working with internal and external partners.
* Demonstrated experience in developing a Global Vision, engaging key stakeholders from your existing networks to deliver outstanding implementation that led to increased global opportunities and impact.
* Demonstrated expertise and experience in defining and executing successful market entry programs and strategies that build sustainable productive long term customer and partner relationships in global markets
* Demonstrated experience in building Global capability within own team and across the broader business through influencing executive key stakeholders, identifying and implementing new partnerships and programs that deliver permanent change.
* Demonstrated ability to influence key initiatives that drive change and continuous improvement – including cultural change. Able to deliver results in an environment of ambiguity and lead multiple initiatives across a complex organisation.
* Demonstrated ability to engage effectively at Board and Executive Team level, building and maintaining strong professional and collaborative working relationships with key internal and external stakeholders. Exceptional oral and written communication, interpersonal, negotiation and representational skills.
* An ability to bring others with you and support the success of different parts of a geographically diverse organisation through effective planning.

**How to Apply**

CSIRO has engaged Korn Ferry to assist in the recruitment process for this position. For a confidential discussion of the role please contact:

Carolyn Soddy

T: +61 02 9006 3468

E: csiroglobal@kornferry.com

Applications close 4 March 2019.

When submitting an application, the following information is required (all documents to be in Word format):

* 1. **Full Curriculum Vitae**

Candidates are asked to set out in the curriculum vitae the nature of their most recent and significant career appointments, including details of key achievements.

These details should include:

* + - 1. Full name
      2. Postal address
      3. Confidential landline, mobile and email address
      4. Degrees and qualifications and dates awarded
      5. Positions held, including details of present position
      6. Contributions to professional associations, societies and community activities
  1. **Candidate Statement**

In no more than 3-4 pages, outline what relevant experiences and skills you would bring to the role and what you perceive to be the opportunities and challenges, nationally and internationally, for this role and the CSIRO.

* 1. **Remuneration and Date of Commencement**

An indication of your current remuneration package and its component parts.

An indication of the date of your availability to commence the role.

* 1. **Referees**

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| The names and present positions of three potential referees.  Referees need not be alerted in advance as they will not be contacted without the prior approval of the applicant. |