# Research Management – CSOF8

Role summary for potential applicants

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| Advertised Job Title**:** | Climate Science Centre Director |
| Reference Number**:** | 62500 |
| Salary Range: | Attractive salary to be negotiated |
| Location**:** | Canberra, Melbourne or Hobart |
| Tenure: | Approximate term of 3 years (ending 31/12/2022) |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only  All Candidates |
| Functional Area**:** | Research Management |
| % Client Focus - Internal: | 30% |
| % Client Focus - External: | 70% |
| Reports to the: | Director, Oceans and Atmosphere |
| Number of Direct Reports: | 8 |

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| **Role Overview:** |
| The Centre Director sets the vision, strategy and leadership of the Climate Science Centre to deliver outcomes and impact through mission-directed, multi-disciplinary and collaborative science.  The Centre Director will sustain and enhance the Centre’s success through leadership of its strategic direction and a focus on impact with internal and external stakeholders. They will nurture and strengthen partnerships to develop a more integrated approach to climate science in Australia that effectively informs decision-making.  The Centre Director is therefore an impact driven, entrepreneurial and collaborative leader. They will proactively develop and manage a portfolio and pipeline of science, projects and internal/external relationships to ensure optimal science, financial and impact delivery. A key responsibility is to promote collaboration across boundaries to bring the best internal and external capability to projects and clients. The Centre Director is accountable for the overall impact, science and financial objectives of the centre.The Director will foster a “Path to Impact” culture within the Centre.  CSIRO’s mandate is to deliver world-class research that provides innovative solutions for industry, government and the community. The research effort is, therefore, mission-directed and impact-focussed and it is essential that the Climate Science Centre Director has, or can readily develop, strong links with industry partners and relevant government agencies. Experience building cohesive, dynamic and creative research teams that integrate across disciplinary and organisational boundaries is essential. It should be expected that the portfolio of research will evolve over time on the basis of need, strategy and performance.  The Climate Science Centre Director must be an entrepreneurial and collaborative leader. They will form part of the Oceans and Atmosphere Leadership Team and be accountable for the delivery of specific elements of Oceans and Atmosphere’s overall impact, science and financial objectives. |

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| **Duties and Key Result Areas:** |
| **Impact Science Leadership**   * In consultation with research partners and research users, lead the strategic science and delivery to address national challenges and build capacity to innovate for science discovery; * Identify new opportunities and markets in Australia and overseas, and engage key stakeholders and clients to build support for investment in opportunities; * Sustain and enhance the R&D culture of science excellence, creativity, innovation and flexibility; * Integrate science with project and impact delivery through an effective “Path to Impact” framework; * Identify opportunities for science to contribute to overcoming stakeholder adoption challenges; * Catalyse innovation – form/support science networks, review and sponsor exploratory and capability development projects; * Build a pipeline of contracts (3‐5 year focus) including identification of cross-Business Unit opportunities and manage the Program’s portfolio of Intellectual Property; * Guide the set of projects needed to deliver on the goals for the Centre.   **Capability Leadership**   * Communicate the Climate Science Centre’s vision to inspire staff and sustain and nurture awareness of the Centre’s quality and impact in the broader Australian community; * Strive for “Zero Harm” (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace, in doing so model appropriate and professional behaviour in the workplace and manage people matters proactively; * Attract, develop and retain world class talent which meet current and future needs - in the short and longer term; * Support the Research Group and Team leaders to build effective teams, manage career development for staff and succession planning; * Build the long‐term science capability to support the delivery of the Centre’s research with impact, including forecasting demand, monitoring science trends and stakeholder needs, and building a high performance culture; * Effectively lead change initiatives across the Centre and the Business Unit.   **Engagement & Partnership**   * Provide strong leadership across CSIRO for a “one-CSIRO” coordinated approach to climate research and impact. Play an effective role as a focal point and champion for climate science, both within CSIRO and externally; * In consultation with research partners and next/end users, develop a roadmap for a deeper and more effective national partnership in climate science; * Build strategic relationships within the organisation to execute CSIRO’s strategy, including fostering mobility and cross‐Business Unit deployment of staff, and developing productive relationships. * Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields, including the NESP Earth System and Climate Change Hub, IMOS and TERN observing networks, Antarctic and Southern Ocean science, and the ARC Centre for Climate Extremes; * Communicate Business Unit strategy and Centre goals to internal and external stakeholders; * Effective engagement with customers/clients/partners and identify opportunities for future collaboration within and beyond CSIRO.   **Resource Leadership**   * Lead and manage the Program’s financial resources, people, infrastructure and other assets to ensure their effective, sustainable and efficient use; * Ensure best practice governance and management of commercial activities and intellectual property in the Program. * Manage delivery against milestones and quality standards; * Maintain CSIRO’s Project Management Standard in the Program; * Contribute to the development of science plans for future infrastructure.   **Corporate Citizenship**   * 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 required.** |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed*  ***Pre-Requisites:***   1. **Behaviours:** A reputation of exemplary values and behaviours and active promotion of cross business collaboration. Proactively addresses important and challenging issues in a healthy and effective way. Models and promotes principles of inclusion and diversity. 2. **Education/Qualifications:** A doctorate and at least five years’ postdoctoral research experience in a relevant scientific discipline, ideally one or all of climate, atmospheric, oceanographic, or Earth system science. 3. **Police clearance:** A National Police Check is required to be lodged by the successful applicant and clearance to be received before commencement. 4. **Leadership:** An established reputation for developing and leading strategic direction in a manner that inspires a large team and supports the achievement of strategic goals. 5. **Communication:** Excellent written and oral communication skills, evidenced by superior reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for contentious proposals/ideas. 6. **Collaboration or strategic alliances:** Demonstrated experience building enduring and effective partnerships and collaborations at scale such as creating or managing strategic alliances, including with government and/or industry; 7. **Travel:**  A willingness and ability to undertake significant domestic and international travel.   ***Essential Criteria:***   1. Evidence of an ability to develop programs and opportunities that respond to national and global research challenges. 2. Evidence of successful development and leadership of a pipeline and portfolio of science, research and innovation on a national and international scale. 3. Evidence of strong industry and/or government engagement and strategic relationship management that grows new impact opportunities and supports positive and sustainable commercial outcomes. 4. The ability to work effectively as an integral member and leader of a multi-disciplinary, regionally dispersed research team, and foster an environment in which there is a high level of co-operation within and between teams. 5. Demonstrated ability to establish productive teams, manage performance, undertake strategic planning and financial management, operationalise the strategic vision for staff, and gain commitment to the direction chosen. 6. Proven ability to resolve major scientific, technical, commercial or management problems that have a significant research impact, through the development of original concepts and approaches. 7. Demonstrated ability for flexibility to respond to external change and deal with external constraints, including identifying and promoting opportunities arising because of change.   ***Special requirements:***  Appointment to this role may be subject to conditions including security/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents may be required to undergo additional security clearance processes, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test) -<http://www.ielts.org/default.aspx> |

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| **Other Information:** |
| **How to Apply**  As part of their application, candidates are requested to provide the following in Microsoft Word format:   * **Curriculum Vitae** * **Cover Letter:** Outlining the motivation and relevant capabilities and experience you could bring to this role * **Contact details for three Referees –** Referees will only be contacted after prior consultation with the candidate. It is the candidate's responsibility to ensure that their referees are willing to provide reports when contacted by CSIRO * **Date of commencement:** An indication of the earliest date on which the candidate could commence in the position   **Candidates are not required to address selection criteria. Please send your application directly to:**  **Ms Terri Ward at** [**terri@towardco.com**](mailto:terri@towardco.com)  For further information about this role, including salary and conditions, contact Ms Ward at the email address above, or by calling **+61 447 667 439**  **About CSIRO’s Climate Science Centre**  The Climate Science Centre’s vision is to be Australia’s centre for innovative and world-leading climate system science; informing and inspiring collaboration, solutions and actions. It supports high quality and cohesive science teams, and research capabilities, to deliver on its mission of creating the knowledge, products and services that support a sustainable, resilient and productive future for the nation and the planet.  The CSIRO Climate Science Centre (CSC) comprises about 150 staff working in the CSIRO Oceans and Atmosphere (O&A) Business Unit. Established in 2016, the Centre unites CSIRO’s capability in climate modelling and projections and observations, analyses and modelling of the atmosphere, ocean and climate system to better understand and assess climate variability and change in the past, present and future. The Centre has nationally unique expertise on climate and ocean dynamics, carbon climate and chemistry, and climate interactions and feedbacks. While the domain is the global climate system, the Centre’s focus is on processes, observations, and modelling that address issues of relevance to the broader Australasian region.  The CSC’s research is shaped by Australian businesses, communities, industries and governments as they build preparedness and resilience in the face of environmental and climate change. This is driving a rapidly emerging need for scientifically robust, accessible and user-friendly climate change data and information. Another strong driver lies in providing the scientific evidence base to inform national and global policies.  The CSC leads and coordinates a whole-of-CSIRO strategy to deliver credible and authoritative climate science and solutions needed to help Australia and our regional neighbours navigate their way towards a sustainable, resilient and productive future. This builds on the foundation of the physical climate science from the CSC, connecting this research to the capabilities and delivery pathways of other Business Units in CSIRO, and then to decision-makers to inform and catalyse solutions across the sectors of our economy and society.  **Key research activities of the CSC include:**   * A leading role in national observing programs and networks in the oceans and atmosphere such as the Integrated Marine Observing System (IMOS); Cape Grim Science Program; and ocean physics and chemistry, greenhouse gas and aerosols observing networks. * Developing the Australian Community Climate and Earth System Simulator (ACCESS), in partnership with the Bureau of Meteorology and Australian universities, to provide a national weather, climate and Earth system modelling capability for operations and research. * Observations and analyses to better understand and assess climate change and variability in the past, present and future; climate and ocean dynamics; and carbon – climate feedbacks. * Building a multi-annual to decadal climate forecasting system, a first for Australia, to enable decision-makers in agriculture, energy, water, health and other sectors to manage the risks and opportunities arising from climate variability.   **The CSC uses this research to develop and deliver:**   * CABLE to be a world-class, community land surface model for weather, climate and Earth System modelling; ecology and resource management applications. * National and regional climate forecasts and projections for climate impact assessments, to inform climate adaptation and mitigation, and to manage climate risk and exploit opportunities. * Targeted climate, ocean and atmospheric data, products and services to decision-makers in climate-sensitive sectors. * Air quality assessments and forecasts for communities, industry and regulatory authorities. * Ocean and coastal forecasts for national security, marine industry, emergency response, management of marine resources, and climate research. * Renewable energy resource assessments and forecasts to partners.   **For more information visit:**  <https://www.csiro.au/en/Research/OandA/Areas/Assessing-our-climate/Climate-Science-Centre>  **About CSIRO’s Oceans and Atmosphere**  **CSIRO** **Oceans and Atmosphere (O&A)** will support Australia’s prosperity through research underpinning sustainable economic, social, and environmental use of Australia’s marine estate and providing information, technologies, and services to governments, industries, and communities to enable adaption to changing climate and environmental conditions.  Oceans and Atmosphere provides the knowledge to manage Australia’s marine estate and atmospheric environment, plan for and respond to weather and climate related natural hazards and ensure sustainable coastal development and growth of marine industries.  Find out more - <https://www.csiro.au/en/Research/OandA>  **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 organisations with 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. At CSIRO you can be part of helping to solve big, complex problems that make a real difference to our future. We spark off each other, learn from each other, trust each other and collaborate to achieve more than we could individually in a supportive, rewarding, inclusive and truly flexible environment.  Find out more - [www.csiro.au](http://www.csiro.au). |