# Position Details

## Research Management – CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Group Leader – Climate Smart Agriculture |
| Job Reference | 64723 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$136,437 to AU$150,956 pa (pro-rata for part-time) + up to 15.4% superannuation  *Substantive CSOF8 officers may be appointed to this role at their existing classification level* |
| Location(s) | Brisbane [St Lucia] or Canberra [Black Mountain] |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Research Director - Sustainability |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 4 - 10 |
| Enquire about this job | Contact Michael Battaglia (Research Director) via email at Michael.Battaglia@csiro.au |
| 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

The Research Group Leader implements the vision and direction of the Research Program, and contributes to its setting and planning, to deliver outputs, outcomes and impact through mission directed, multi-disciplinary and collaborative science.

The Group Leader role is focused on impact, capability science, and people leadership; and supports the Research Director in the management of the Program's portfolio of projects (e.g. monitoring performance - milestones and financial), infrastructure and other assets.

The Group Leader will be expected to devote a minimum of 40% of their time to operational and capability management, while maintaining active involvement in Business Development, project and science leadership typically of larger scale / high impact projects. It is understood that the proportion of time on the various role elements will vary (sometimes significantly) in different domains and sectors, due to the size and composition of the Group.

The Group Leader science activities may include joint/collaborative projects involving staff from other Groups in the Program/Business Unit and other parts of CSIRO plus external collaborators.

The Climate Smart Agriculture Group supports decision making and agri-innovation on the ground to decrease agricultures footprint and increase its benefits while increasing production in the face of climate change. It seeks to develop and deliver underpinning knowledge infrastructure that catalyses innovation into resilient farming systems and improves landscape management.

### Duties and Key Result Areas:

**Impact Science Leadership**

* Contribute to science impact planning, implementation and review for the Research Program with a focus on the Research Group;
* Catalyse science thinking - form/support science networks, sponsor exploratory and capability development projects;
* Design, lead and deliver to projects of scale and/or complexity;
* Engage key stakeholders and clients to build support for investment in problem/opportunity;
* Develop an R&D working environment characterised by science excellence, creativity, inclusion, innovation and flexibility;
* Identify new opportunities for science delivery, impact and adoption;
* Ensure compliance with CSIRO’s Project Management Standard across the Group.

**Capability Leadership**

* Strive for a healthy, safe and environmentally sustainable workplace;
* Create an environment that enables others to achieve personal and CSIRO goals that align with CSIRO strategy;
* Attract, develop and retain world class talent which will meet current future needs of the Program;
* Communicate openly, effectively and respectfully with all staff, clients and collaborators in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Contribute to the development of the science and capability strategy for the Program, Business Unit and CSIRO;
* Manage project priorities, staff allocation and delivery;
* Lead change initiatives and deliver change messages across the Research Group and the Program.

**Resource Leadership**

* Support the Research Director in resource management and long-term planning;
* Monitor financial and project performance;
* Comply with best practice governance and management of commercial activities and intellectual property in the Program.

**Engagement and Partnerships**

* Convey Business Unit strategy and Program goals to internal and external stakeholders;
* Cultivate cross-CSIRO networks to execute the Group, Program and Business Unit strategy;
* Co-ordinate engagement of Group staff with key stakeholders and clients;
* Develop and maintain national and/or international research collaborations and professional networks.

## Other duties as directed.

## **Required Competencies:**

* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build organisational interaction across CSIRO.
* **Influence and Communication:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
* **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 and understanding through integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Resolves major conceptual scientific, technical, commercial or management problems, which have a significant impact upon the field of research, professional function, the Business Unit or the Organisation. Situations faced have little or no precedent and require original concepts and approaches.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:**Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

## **Selection Criteria**

#### Essential

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

* Established reputation and credibility in the relevant science domain with evidence of effective science leadership or equivalent sector industry experience.
* Evidence of research leadership and delivery at the scale of the Research Group.
* Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing, safety and foster creativity in multidisciplinary teams of up to 50 staff.
* Evidence of strong engagement skills and relationship management that grows new science opportunities and supports commercial outcomes.
* Demonstrated ability to lead individual and groups of projects of scale and/or complexity and manage financial and project performance.

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.

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Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)