# Position Description

Research Director – Agriculture and Food

Food Program

Information for applicants

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Australia’s National  
Science Agency



## CSIRO Agriculture and Food

CSIRO Agriculture and Food is helping to improve productivity, profitability and sustainability in cropping, livestock production, aquaculture, horticulture and the food industry.  
  
CSIRO Agriculture and Food is Australia’s most significant science investment for its key primary production activities including cropping, meat and livestock, aquaculture, horticulture, food safety and processing, and value-adding.  These industries underpin >$40B of food and fibre production, $97B of domestic food and beverage processing, and >$30B of agricultural exports per annum in Australia while providing stewardship for at least 60 per cent of the Australian landscape.  The growing global population requires a 70 per cent increase in food supply in the coming 30 years, which needs to be achieved with a sustainable natural resource base. Our research improves the productivity, profitability and sustainability of Australia’s agricultural and food sectors, and we deliver transformative technologies, management and knowledge systems to stabilise food security and primary production systems in our region and globally. CSIRO Agriculture and Food operates nationally and internationally, focussing on solutions to long-term and complex problems, at scale and over sustained timeframes, and is the hub for Australia’s food and agricultural science and innovation system. Using multi-disciplinary approaches, and together with our partners, we are world leaders in food and agricultural innovation.  
  
Agriculture & Food’s purpose is to help deliver to key innovation challenges:

* Enhance the resilience, sustainable use and value of our agri-food environments, including by mitigating and adapting the impacts of climate and global change.
* Achieve sustainable regional food security and grow Australia’s share of premium agri-food markets.
* Enhance health through novel food and ingredients and trusted supply chains.
* Create Australia’s future agri-food industries and jobs by catalysing the innovation ecosystem.
* Regional security through improved food systems.

This will be achieved through seven key impact areas:

* **Secure food systems**: Australia’s role in securing global food systems, with a focus on the Asia-Pacific
* **Healthy foods**: Novel ingredients and production systems for healthier diets
* **Trusted supply chains**: Technology that enables growth in export value of premium agri-foods
* **Resilient farming systems**: Innovative animal and plant-based farming systems driving profitability and sustainability
* **High-value protein**: Growing plant and animal-based protein industries
* **Future crops**: New crop varieties and breeding technologies designed for the future
* **Improved footprint**: Enhancing our national agri-food environmental footprint and natural capital

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

## Food Program purpose statement

The **Food Program** delivers science that underpins the development and delivery of healthy, safe and sustainable foods, food ingredients and beverages for Australia’s food industry and global consumers.

The work of the Food Program is focused on 3 impact areas:

* **Healthy Foods and Ingredients:** premium high-palatable foods and beverages for health; healthy and functional ingredients; and consumers eating foods for healthier diets
* **Sustainable Food Manufacturing:** circular bio-economy; sustainable processing technologies; and food security and food systems
* **Trusted and Quality Foods:** trusted value chains – market access, safety, provenance and traceability; and meeting consumer expectations – taste, convenience and quality.

Food Program capability statement

The **Food Program** undertakes research and delivers impacts in the following areas and uses key capabilities as outlined below:

* **Food Processing and Supply Chains:**
  + Food Engineering
  + Food Technology
  + Food Processing
  + Applied Microbiology
* **Food Quality and Safety:**
  + Food Materials
  + Food Chemistry
  + Food Microbiology
  + Sensory and Consumer Sciences

Comprehensive and cross-disciplinary research teams work together in projects that deliver new fundamental science and knowledge and then work with collaborators and partners to deliver impacts of value to Australian businesses and consumers.

* **CSIRO Food Innovation Centre** and **Pilot Plant**:

CSIRO’s Food Innovation Centre based at Werribee makes it easy for food, beverage and ingredient equipment manufacturing companies to access our extensive expertise, technologies and support in innovation. We partner with industry to support scale-up of research and technologies, the adoption of innovative technologies and improve process efficiency, and to creating high value products.

### About the Research Director Role

The Research Director leads and sets the vision and strategy for the Food Research Program and is responsible for leading a portfolio of multi-disciplinary, collaborative research projects that deliver on the goals of the Agriculture and Food Business Unit.

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 Research Director has, or can readily develop, strong links with industry partners and relevant government agencies. Experience in 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 based on need, strategy and performance.

The Research Director must be an entrepreneurial and collaborative science leader who has demonstrated commitment to progressing inclusion and promoting diversity. They will form part of the Agriculture and Food Leadership Team and be accountable for the delivery of specific elements of the Business Unit’s overall impact, science and financial objectives as well as the ongoing development of its strategy. The Research Director works as part of the cohesive and collegial Leadership Team to realise the Agriculture and Food Business Unit’s vision and works collaboratively with other Research Directors and researchers across the broader organisation in developing an agenda for tackling the nation’s greatest challenges.

## Key Result Areas and Duties

### 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 against Agriculture and Food’s strategy

### Capability Leadership

* Communicate the Program vision to inspire staff and sustain and nurture awareness of Agriculture and Food’s science 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 and groups, manage career development for staff and succession planning;
* Build the long‐term science capability to support the delivery of the Program’s research and impact, including forecasting demand, monitoring science trends and stakeholder needs, and building a high-performance culture;
* Effectively lead change initiatives across the Program and the Business Unit.

### Engagement & Partnership

* In consultation with research partners and end users, develop a roadmap for a deeper and more effective national partnership across industry environment issues;
* Build strategic relationships within the organisation to execute CSIRO’s strategy and Agriculture and Food’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 and industry challenges.
* Communicate Agriculture and Food strategy and Program goals to internal and external stakeholders;
* Effective engagement with customers/clients/partners and identifies 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 appropriate quality standards;
* Promote high standards of project management in the Program;
* Contribute to the development of science plans for future infrastructure.

## Key Capabilities

* Highly collaborative and team player, who understands what collaboration requires and also the impact that can be achieved through delivering science through a team, rather than individually
* Demonstration of collegial approach to solving problems, and respectful interactions. Able to contribute to broader units of Agriculture and Food through effective and collaborative leadership role on the Agriculture and Food Leadership Team.
* Highly effective stakeholder management skills and demonstrated effectiveness in aligning business capability with Government, industry and other stakeholders’ needs;
* Personal effectiveness to drive and coach for performance;
* A poised, credible and confident demeanour that reassures others; conveying an image consistent with the organisation’s vision and values;
* Emotional intelligence – establishing and sustaining trusting relationships and leveraging insights to effectively manage one’s own responses and reactions;
* Passion for results by driving high standards for individual, team and organisational achievement;
* Well-honed leadership abilities to drive implementation of strategy, exercise sound judgement and decision-making, build and empower successful teams, and facilitate change;
* Ability to influence and gain commitment.

## Experience

* Demonstrated leadership and excellence in a relevant field of science, as demonstrated by high‐quality peer reviewed, published science since PhD (at least five years), with an international research reputation and credibility, and with a strong track record of uptake, adoption and impact delivered to industry and other end users.
* Led large multi‐disciplinary teams across several science areas and/or geographic locations;
* Developed, implemented and successfully delivered a portfolio of relevant research, including financial and risk management;
* Involvement in strategic planning and implementation of change;
* Demonstrated experience in growing, reshaping and revitalising a capability area.

## Selection Criteria

### Pre-Requisites

1. **Education/Qualifications:** A doctorate and/or equivalent research and/or industry experience in food science and technology or a closely related field.

### Essential Criteria

1. Evidence of an ability to strategically develop programs and opportunities that respond to national and global research challenges, drawing from knowledge in:
2. Food and beverage innovations for health
3. Food trust including traceability, provenance and safety
4. Food manufacturing and sustainability
5. Evidence of successful development and leadership of a pipeline and portfolio of science, research and innovation on a national and international scale.
6. Evidence of strong industry and/or government engagement and strategic relationship management that grows new impact opportunities and supports positive and sustainable commercial outcomes.
7. Proven 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.
8. 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.

### Desirable Criteria

1. An exceptional record of science innovation and creativity plus the ability to apply well developed research skills to scientific investigations of significant consequence.

## 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.

**CSIRO is a values-based organisation. You will need to demonstrate behaviours aligned to our values of:**

* Integrity of excellent science
* Trust and respect
* Creative spirit
* Delivering on commitments
* Health, safety and sustainability

This position is a three-year term.

The preferred location for this position is Canberra, Brisbane, or Melbourne. Other locations will be considered. The position will require travel between locations.

### Special requirements

To be eligible for this position you must be willing and able to undertake significant domestic and international travel**.**

A National Police Check is required to be lodged by the successful applicant and clearance to be received before commencing.

### CSIRO’s Commitment to diversity

 We’re working hard to recruit diverse people and ensure all our people feel supported to do their best work and empowered to let their ideas flourish. For more on our Diversity and Inclusion strategy go to www.csiro.au/Diversity.

### Flexible working arrangements

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. For more information go to [www.csiro.au/Careers/The-CSIRO-Experience/Balance](http://www.csiro.au/Careers/The-CSIRO-Experience/Balance)

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

### Contact

For further information about this role contact Michiel Van Lookeren Campagne via email at [michiel.vanlookerencampgne@csiro.au](mailto:michiel.vanlookerencampgne@csiro.au) or call +61 02 6346 5500.

### 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.

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.