# General Management – CSOF7

Role summary for potential applicants

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| Advertised Job Title**:** | Commercialisation Account Manager – Agriculture & Food |
| Reference Number**:** | 67028 |
| Classification**:** | CSOF7 |
| Salary Range: | AU $136K to AU $150K plus up to 15.4% superannuation |
| Location**:** | Any major CSIRO office, Melbourne and Brisbane preferred |
| Tenure: | 3 years |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Functional Area**:** | General Management |
| % Client Focus - Internal: | 50% |
| % Client Focus - External: | 50% |
| Number of Direct Reports: | 0 |
| Name and Contact Details For Applicant Enquiries: | Werner van der Merwe, werner.vandermerwe@csiro.au |
| Contact Details For Applying online: | If you have difficulties while applying online, call 1300 984 220 or email [careers.online@csiro.au](mailto:careers.online@csiro.au). |
| How to Apply: | Please apply online at [jobs.csiro.au](https://jobs.csiro.au/) and enter the requisition number**.** Internal applicants please apply via ‘Jobs Central’ in SAP (click ‘Recruitment’) |

## Role Overview:

Commercialisation is a key supporting function of the CSIRO strategic goal of being Australia’s Innovation Catalyst. Its objective is to work seamlessly to provide co-ordinated, high level commercial support to business units to help connect science and business; to deliver value for customers; and provide effective strategic and transaction support in planning and delivering profound innovation. This is achieved within the framework of good governance and a sound understanding of the risk and reward elements. Transactions range from royalty-bearing licenses to existing commercial partners, creation of spin-outs (company formation) including business planning and sourcing funding, through to working with spin-out companies to execute commercialisation strategies.

Reporting to the Executive Manager, Business Development and Commercialisation, the Commercialisation Account Manager - Agriculture & Food will be responsible for identifying, building and managing strategic account relationships with funding partners; building new models for investor relations and funding sources for commercial transactions; and leveraging these relationships to optimise and increase funding available for the commercialisation of deep science in Agriculture & Food domains which will contribute to the financial sustainability of CSIRO.

## Duties and Key Result Areas:

* Establish and utilise networks with organisations that are appropriate relevant investors for CSIRO, including, but not limited to, financial institutions, philanthropic organisations, investor communities, and other potential investor groups.
* Leverage these relationships to create additional funding opportunities for CSIRO in both commercialisation and technology incubation.
* Work collaboratively with the broader BD&C team and Business Units, build new models for investor relations and funding sources for commercial transactions and support the development of technologies to be more market ready.
* Develop deep relationships within CSIRO to ensure contemporary and relevant knowledge of deep science and demonstrate strong business acumen to identify relevant opportunities to source and utilise funding.
* Build and maintain effective external networks to ensure contemporary knowledge of industry and commercial opportunities.
* Support the other Commercialisation Managers to identify the optimum commercialisation path and financing strategy for a range of opportunities in Agriculture & Food sectors.
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Lead and influence other internal and external parties to achieve the appropriate outcome for transactions in alignment with the strategies and goals of CSIRO.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* 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:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **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.

## Essential Criteria:

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

* Tertiary qualifications such as a degree in Science or Engineering and post graduate business qualification and/or equivalent relevant experience.
* Professional networks in the finance, venture capital, innovation and/or entrepreneurial community.
* Knowledge and/or experience in operating principles of start-ups or small businesses.
* Demonstrated experience building deep relationships to deliver an organisational/commercial benefit leading to increased revenue and/or funding for further scientific research.
* Demonstrated ability to work collaboratively across a large, complex organisation that delivers results and benefits to multiple areas of the organisation and/or enterprise wide.
* Demonstrated results in utilising strong commercial/business savvy with established internal and external networks to create financial opportunities for a large, complex organisation.
* Demonstrated commitment to displaying the highest standards of ethical behaviour and integrity for self and team, combined with an ability to manage conflict in a proactive and constructive manner and take ownership of outcomes.
* Excellent interpersonal skills, commercial judgment and demonstrated ability to build trust and maintain strong professional and collaborative working relationships across a wide range of disciplines.

## Desirable Criteria:

* Demonstrated knowledge across Agriculture and Food science domains
* Demonstrated experience in commercialising scientific outputs in the Agriculture and Food domains to create economic, social or environmental impact

## Special Requirement:

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.

## About CSIRO:

At CSIRO we solve the greatest challenges through innovative science and technology. See more [online](http://www.csiro.au/)!

**CSIRO Business Development & Commercial (BD&C)** identify, develop and close growth opportunities across CSIRO's portfolio of activities. BD&C supports the identification, creation and conversion of our external engagement program. We work closely with business units, providing professional support and expertise to help deliver CSIRO's priority initiatives. Our team of specialists provide personalised, strategic advice and support in intellectual property, commercial contracts and legal, business development, and commercialisation to maximise the impact of research into marketable