# Position Details

## Research Management – CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Product and Design Group Leader |
| Job Reference | 65228 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$136,437 to AU$150,956 pa + up to 15.4% superannuation |
| Location(s) | Eveleigh NSW preferred. Black Mountain ACT or Docklands VIC may be considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Research Director – Engineering and Design |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 3 - 5 |
| Enquire about this job | Contact Recruitment via email [Recruitment.Team3@csiro.au](mailto:Recruitment.Team3@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 role of the Product and Design Group Leader is to support a team of product and user experience design specialists to deliver world class products which reshape industries or create new ones. They will work with the Engineering & Design director and other stakeholders to allow product and UX to inform the priority strategic areas for the business unit and the organisation, leading product and design thinking. The Product and Design Group Leader will lead a team to deliver outstanding value by defining outcomes and measuring them for each program residing in Engineering & Design.

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 scienceThe 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 scienceThe 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

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The Research Group Leader role is an important frontline leadership role in CSIRO's Operating Model. The Group Leader is focused on impact, capability science, and people leadership, and plays a critical role supporting the Research Director in the management of the Program's portfolio of projects (e.g. monitoring performance - milestones and financial), infrastructure and other assets.

It is expected that Group Leaders will devote significant capacity (e.g: 40%) to operational and capability management, while maintaining active involvement in Business Development, project and science leadership. It is understood that the proportion of time on various role elements will vary (sometimes significantly) in different domains and sectors, due to the size and composition of the Group.

### It is expected that Group Leaders will maintain an active science career, including being deployed by the Research Director to lead projects within the Program, or across CSIRO. These may include joint/collaborative projects involving staff from other Groups in the Program/Business Unit and other parts of CSIRO plus external collaborators. Staff at the Group Leader level would typically manage larger scale/more complex Projects.Duties and Key Result Areas:

#### Product and Design Impact Science Leadership

* Support your team of product and user experience design specialists.
* Work with the Engineering and Design director and other stakeholders to allow product and UX to inform the priority strategic areas for the business unit and the organisation, leading product and design thinking in these areas.
* Contribute to science impact planning for the Research Program; develop and implement the plans for the Research Group;
* Contribute to and participate in project and science review processes;
* Manage Group projects including prioritisation, allocation and delivery;
* Ensure science quality through quality assurance processes like ePublish reviews;
* Maintain an active individual science career, including delivery to projects and leadership of projects of scale and/or complexity;
* Develop an R&D working environment characterised by science excellence, creativity, innovation and flexibility;
* Identify new opportunities for science delivery, impact and adoption;
* Deliver on project solutions to external customers/stakeholders;
* Contribute to building the pipeline of contracts and external revenue for the Program;
* Ensure compliance with CSIRO’s Project Management Standard across the Group.

#### Capability Leadership

* Strive for ‘Zero Harm’ (physical and psychological) and actively promote a healthy, safe and environmentally sustainable workplace;
* Attract, develop and retain world class talent which will meet current and future needs of the Group;
* Model appropriate and professional behaviour in the workplace and manage people matters proactively;
* Maintain and develop capability which is aligned to CSIRO’s Business Unit goals;
* Build effective teams, manage career development for staff in the Group through effective Teams;
* Contribute to the development of the science and capability strategy for the Business Unit;
* Manage workforce deployment - including skills utilisation, absences, development, changes needed as Group projects evolve during execution;
* Lead change initiatives and deliver change messages across the Research Group and the Program.

#### Resource Leadership

* Support the Research Director in the management of financial resources, people, infrastructure and other assets to ensure their effective and efficient use;
* Monitor financial and project performance as appropriate;
* Ensure effective management of physical infrastructure and resources in an environmentally sustainable way;
* Comply with best practice governance and management of commercial activities and intellectual property in the Program.
* Contribute to long term planning for future science infrastructure.

#### Engagement and Partnerships

* Convey Business Unit strategy and Program goals to internal and external stakeholders;
* Cultivate cross-CSIRO networks to execute CSIRO’s Business Unit strategy;
* Coordinate engagement of Group staff with key stakeholders and clients;
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant science fields;

#### Engage with customers/stakeholders/partners and identify opportunities for future collaboration – including with other Programs, Business Units and beyond CSIRO (national and global innovation systems). Impact Science Leadership

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**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.

**General**

* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal 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 interactions across Business Units and the organisation.
* **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, understanding, 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.*

1. Relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles.
2. Significant experience leading a team of User Experience Designers and/or Product Managers/Owners
3. Proven track record of product and business creation for example experience in business models, developing product market fit
4. Demonstrated experience in driving product development, using customer insights and measurement to identify and deliver change initiatives across product, service, or channel development, where that change has delivered value to customers and users.
5. A strong history of establishing, leading and working effectively in teams, and a record of leadership which encourages new ideas, builds trust and provides support for the development of emerging skills, including influencing staff in observing corporate and professional standards, acting as trusted advisers, fostering effective client relationships, and ensuring alignment between client needs and CSIRO’s research objectives.
6. A significant record of innovation and creativity plus the ability and willingness to incorporate and/or promote the inclusion of novel ideas and approaches into projects of all sizes and scale.

## **Desirable:**

1. Proven track record in either:
   1. Working in an innovation centre and translating to businesses / VC / product.
   2. Working in research translation to market.

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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

Find out more about the CSIRO [Data61](https://www.data61.csiro.au/)