# Position Details

## Research Management – CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Commercial Strategy Manager, Australian Solar Thermal Research Institute (ASTRI) |
| Job Reference | 67826 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$136,437 to AU$150,956 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Negotiable – Newcastle or Sydney, NSW; Melbourne, VIC; Canberra, ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens and Permanent Residents * New Zealand Citizens who usually reside in Australia * Australian temporary residents who are currently residing in Australia (visa sponsorship may be provided to eligible candidates) |
| Position reports to the | Director, ASTRI |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Dietmar Tourbier via email: dietmar.tourbier@csiro.au or phone: 0436 621 455 |
| 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 core value that the Australian Solar Thermal Research Institute (ASTRI) provides is the knowledge that it generates. ASTRI aims to be seen as a ‘one-stop shop’ for technical advice for Concentrated Solar Technology (CST) in Australia, informing policy development and options, and functioning as an interface between research and commercial outcomes. ASTRI can respond to market needs and provide technical support to CST development, demonstration and deployment. ASTRI also has a leading role in developing the technical capability needed to support the CST industry in Australia and internationally.

The Commercial Strategy Manager will develop and execute the ASTRI Commercial plan which will set out the commercial direction and objectives of ASTRI, including the manner in which ASTRI engages with industry and the international CST community for the purpose of demonstrating the viability of the technology in the context of the Australian energy market.

Identifying and pursuing commercial contracts with industry partners and building a market for ASTRI-developed technologies will also be a key responsibility of this role. As such, the Commercial Strategy Manager will oversee the management of the portfolio of Intellectual Property (IP) developed by ASTRI partners, provide guidance and assistance to IP owners and help to ensure that it is secured appropriately. They will also proactively identify opportunities for ASTRI to partner with commercial organisations to solve specific industry issues and leverage industry financial and technical opportunities to achieve ASTRI objectives.

### Duties and Key Result Areas:

**Impact Science Leadership**

* Lead the development of the commercial strategy, in conjunction with the ASTRI leadership team, including ensuring that ASTRI projects include practical path-to-market strategies and plans.
* Develop and execute the overall commercial strategy and program for ASTRI with support from the ASTRI Director.
* Develop and communicate a detailed report which catalogues all new CST commercial and government activities in Australia and internationally and how those activities impact on ASTRI strategy. This report will be updated twice a year and be communicated to both ARENA and the Steering Committee.
* As a key, outward-focussed representative of ASTRI, promote program impact to government, industry, research and international stakeholders.
* Identify and pursue opportunities for industry participation in the development of a CST pilot plant in Australia utilising ASTRI technology.
* Manage ASTRI’s portfolio of Intellectual Property.
* As part of the ASTRI management team, assist in articulating a clear value proposition for CST technologies in the Australian market.
* Engage key stakeholders and clients to build support for investment in CST;

**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 future needs of ASTRI.
* Model appropriate and professional behaviour in the workplace and manage people matters proactively.
* Forecast and develop capability which is aligned to the ASTRI Strategy.
* Monitor industry trends, and build a high-performance culture within ASTRI.

**Engagement & Partnership**

* Build strategic relationships with the local Australian and international industry, government, research and market stakeholders.
* Represent ASTRI at key industry events e.g. conferences, business events.
* Support the operation of the ASTRI management and leadership teams.
* Develop and maintain national and/or international collaborations and professional networks to keep abreast of emerging advances in CST.
* Communicate ASTRI strategy and commercial objectives to internal and external stakeholders.
* Work with ASTRI partners to develop commercial pathways for technologies developed by the institute.

**Resource Leadership**

* Provide support to the ASTRI Director in managing the commercial program of ASTRI with the Funding Agreement.
* Consider proposed Projects developed in response to strategy and provide feedback on proposed Projects.
* Be responsible for ensuring Projects are developed to achieve the commercial and strategic outcomes as set out in the Agreement.

## **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:** Contributes to or defines Business Unit / organisational policy directions, strategic planning and operationalises the vision for staff and gains commitment to the direction chosen. Plans, seeks, allocates resources and monitors to achieve outcomes. Adopts a mentor role.
* **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 plus significant experience in business development and/or commercial leadership **or** equivalent experience in business development and/or commercial leadership roles.
2. Highly developed interpersonal skills, with a strong track record of managing relationships and aligning multiple stakeholders within a consistent strategic framework.
3. Highly developed engagement and networking skills with proven ability to:

Communicate effectively in both technical and commercial contexts.

Identify and influence critical stakeholders to gain support for complex proposals/ideas.

1. Excellent written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities.
2. Well-established network within the renewable energy industry domestically and internationally.
3. Commercial acumen, including sound commercial and financial management skills, organisational strategic thinking and demonstrated ability to make rational and commercially based decisions.

## **Desirable:**

1. Previous experience in leadership roles and demonstrated ability to inspire and achieve high standards for individual, team, and organisational goals.
2. Experience in working with international organisations on strategy development and implementation.
3. Demonstrated business development and commercial leadership skills including successful delivery of a high value project leveraging IP and in partnership with industry.

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/

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