# Research Management – CSOF8

Role summary for potential applicants

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| Advertised Job Title**:** | Research Director, Discovery (CSIRO Mineral Resources) |
| Reference Number**:** | 57796 |
| Classification**:** | CSOF8 |
| Salary Range: | Attractive salary package including a motor vehicle allowance and bonus to be negotiated. |
| Location**:** | Kensington, WA |
| Tenure: | Specified Term of 3 years |
| Relocation assistance**:** | Will be provided to the successful candidate if required. |
| Applications are open to: | All Candidates |
| Functional Area**:** | Research Management |
| % Client Focus - Internal: | 30% |
| % Client Focus - External: | 70% |
| Reports to the: | Business Unit Director |
| Number of Direct Reports: | 5 |

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| **Role Overview:** |
| Research Managers in CSIRO initiate, develop, lead and promote CSIRO's research capability for the benefit of Australia's economy, society and/or environment. While they often have an individual research component to their roles, their primary responsibility is the management and/or leadership of research, client relationships, staff and other resources. They are responsible for ensuring delivery of scientific results to clients. In accordance with Business Unit and Sector research plans, research managers undertake the establishment and facilitation of multi-team and multi-organisational, collaborative research programs leading to the delivery of results to clients.  CSIRO Mineral Resources currently has an opportunity for an experienced Exploration Geoscientist to lead its Discovery research program. You will lead a world-class and multi-disciplinary research team of over 80 people involved in field and laboratory based projects relating to mineral exploration research across a range of commodities and geological environments. The vision for the program is to support industry in the discovery of Australia's mineral resources, with two major impact areas as the focus being - Exploration Through Cover and Ore Body Knowledge. Critical to the success of the role will be your ability to lead diverse teams and to forge a positive and creative culture in the program.  The Program has an annual budget of $15M, of which approximately one third is delivered via industry funded Project activities. The Program Director is responsible for the management of capability, staff development, technical outcomes, strategy development and financial outcomes.  The key requirement for the role is significant experience in applied research to deliver impact for the mineral exploration industry, the incumbent will be expected to help build on, expand and strengthen our existing engagement with the industry and geological surveys as customers and end users of research outcomes. You will also foster commercialisation outcomes for technology with the METS sector. |

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| **Duties and Key Result Areas:** |
| **Impact Science Leadership**   * Provide strategic direction and a clear focus for the Discovery program that result in world class research and tangible industry outcomes. * Initiate major research projects with mining industry that significantly increase the impact of our current research. * Produce high quality scientific and/or engineering papers suitable for publication in quality journals and for presentation at national and international conferences.   **Capability Leadership**   * Provide leadership of CSIRO's capabilities and strategy in the Discovery Program. * Lead research projects of significant size and provide guidance in the execution of projects undertaken by junior team colleagues, including the negotiation of resource requirements.   **Engagement and Partnership**   * In consultation with stakeholders in the mining and METS sectors and in the research community, develop and continually review CSIRO's mineral exploration research and development strategy. * Lead engagement with mineral exploration and mining as well as related METS companies with a view to developing collaborative or one-on-one projects. * Develop and support strategic research engagement with the Geological Surveys in Australia. * Lead the engagement with other parts of CSIRO in areas that might be brought to bear on innovation in mineral exploration. * Communicate effectively and respectfully in the interests of good business practice, collaboration and enhancement of CSIRO's reputation. * Lead, coach and supervise staff to ensure experiments are established in accordance with research design, within agreed timelines and budget. * Adhere to the spirit and practice of CSIRO's Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.   **Resource Leadership**   * Manage projects and budgets to deliver planned outcomes. * Lead external revenue activities to deliver strategically aligned projects and meet revenue targets. * Work effectively as an integral member or leader of a multi-disciplinary, regionally dispersed research team, to undertake independent scientific investigations and carry out/delegate associated tasks. * Other duties as directed. |

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| **Selection Criteria:** |
| *Under CSIRO policy only those who meet all essential criteria can be appointed*  ***Pre-Requisites:***   1. **Education/Qualifications:** A PhD (or equivalent) in Geoscience, or a closely related discipline*.* 2. **Behaviours:** Capable of professional and respectful behaviours and attitudes in a collaborative environment. 3. **Communication:** Excellent written and oral communication skills, evidenced by high-level reporting, presentation and negotiation abilities, and the capacity to identify and influence critical stakeholders to gain support for complex proposals/ideas 4. **Leadership:** The ability to choose appropriate management strategies and communication styles to maintain high levels of motivation and productivity, giving feedback for development purposes and providing support for improvement. 5. **Problem Solving:**Proven ability to anticipate problems in ambiguous situations, develop appropriate solutions based on thorough evaluation and interpretation, and defend the conclusions with reasoned arguments 6. **Adaptability:**Demonstrated ability for flexibility in thinking and adapts to and manages ambiguous and complex projects and stakeholders by adapting strategies, goals and priorities   ***Essential Criteria:***   1. Recognition within the minerals industry as an experienced leader in the delivery of applied research to mineral exploration challenges. 2. The ability to lead a multi-disciplinary, geographically dispersed research team, to build innovation culture and to foster best practice in diversity and inclusion to deliver impact. 3. Significant practical experience in the business of mineral exploration, preferably in Australian environments, with a broad knowledge of minerals industry specialisations and research areas. 4. Strong track record of business development experience for applied research activity with the minerals industry or with minerals related government programs. 5. Deep knowledge and track record of at least one area of specialisation within the broad field of mineral exploration. 6. Demonstrated skills and experience in successfully initiating and effectively managing large research, development or demonstration projects with the minerals industry and with collaborators.   **Desirable Criteria:**   1. Experience in the role of digital / data science to disrupt the exploration sector.   **As Australia’s Innovation Catalyst, CSIRO has strategic actions underpinned by behaviours aligned to**:   * Excellent science * Inclusion, trust & respect * Health, safety & environment * Delivery on commitments.   **In your application and at interview you will need to demonstrate alignment with these behaviours.**  ***Special requirements:***  Appointment to this role may be subject to conditions including security/medical/character clearance requirements. Applicants who are not Australian Citizens or Permanent Residents may be required to undergo additional security clearance processes, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- <http://www.ielts.org/default.aspx> |

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| **Other Information:** |
| **How to Apply**  Please apply for this position online at <https://jobs.csiro.au/> and enter requisition number **57796**. Internal applicants please apply via ‘Jobs Central’ in SAP (click ‘Recruitment’)  Please load your CV in a PDF (Maximum 2MB). You may also be required to respond to some screening questions.  If you experience difficulties applying online call 1300 984 220 for assistance. Outside Australian business hours please email: [careers.online@csiro.au](mailto:careers.online@csiro.au).  **Referees**: Please provide contact details of two previous supervisor or academic/professional referees in your resume/CV. We will ask your permission before making contact.  **Contact:** If after reading the position details above you require more information please contact:  **Mr Jonathan Law**via email: **Jonathan.Law@csiro.au** or phone: **+61 3 9545 8764**  Please do not email your application directly to Mr Law. Applications received via this method may not be considered by the selection panel.  If you need further information about the application process please contact:  **Mr Laurent Heymann** via email:[**Laurent.Heymann@csiro.au**](mailto:Laurent.Heymann@csiro.au)or phone: **+61 7 3214 2342**  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.  Find out more! [CSIRO Balance](https://www.csiro.au/en/Careers/A-great-place-to-work/Work-life-balance)  **About CSIRO**  At CSIRO, we do the extraordinary every day. We innovate for tomorrow and help improve today – for our customers, all Australians and the world.  Our innovations contribute billions of dollars to the Australian economy every year. As the largest patent holder in the nation, our vast wealth of intellectual property has led to more than 150 spin-off companies.  With more than 5,000 experts and a burning desire to get things done, we are Australia’s catalyst for innovation.  CSIRO. We imagine. We collaborate. We innovate  Find out more! [www.csiro.au](http://www.csiro.au).  **CSIRO MINERAL RESOURCES**  CSIRO Mineral Resources works with industry to grow Australia’s resource base, increase productivity and drive environmental performance. We also provide critical scientific analysis that underpins a growing national dialogue on how resources impact society and the environment.  Find out more: <http://www.csiro.au/en/Research/MRF>  **CSIRO Discovery research program**  The Discovery Program has over 80 researchers across multiple disciplines working to support industry and the geological surveys with technologies and approaches that tackle the challenge of discovering Australia’s mineral resources. This includes research across the different exploration domains of greenfields, brownfields and for in-mine work. We also partner with the technology sector to pursue commercialisation opportunities that support Australia’s role as a global provider of exploration technologies. |