## Position Description

February 2019

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| Advertised Job Title**:** | Science Director/Deputy Director - Manufacturing |
| Job Reference: | 60652 |
| Relocation Assistance**:** | Will be provided to the successful candidate if required. |
| Applications Are Open To: | Australian Citizens Only  Australian/New Zealand Citizens and Australian Permanent Residents Only   * All Candidates |
| Percentage of Client Focus - Internal: | 50% |
| Percentage of Client Focus - External: | 50% |
| Reports to the: | Director and is a member of the Business Unit Leadership Team |
| Number of Direct Reports: | Refer to Organisational Chart |
| Contact To Discuss This Position: | [Keith.McLean@csiro.au](mailto:Keith.McLean@csiro.au) or +61395452599. Please do not send your application directly to Dr McLean because it may not be considered by the Selection Panel. |
| 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’ through the ‘People Hub’ icon. |
| Contact Details If You Have Difficulty Applying Online | Call 1300 984 220 during Australian business hours (AEST) or email [careers.online@csiro.au](mailto:careers.online@csiro.au). |

### About Manufacturing:

Australian manufacturing is changing focus from heavy industry to high tech products based on sustainable, advanced manufacturing processes. Our science and engineering skills, equipment and international connections are helping Australian manufacturers globally.

### Role Overview:

The Science Director will play a leading role in the provision of scientific vision, leadership and direction to Manufacturing (the business unit) whilst ensuring CSIRO remains scientifically competitive. The Science Director is the deputy to the business unit Director.

The Science Director will develop and implement a strategic capability plan for people and scientific infrastructure ensuring appropriate evolution and matching of business unit capability with CSIRO science directions across CSIRO’s portfolio of business units.

The Science Director will manage key scientific relationships and alliances with the business unit’s partners to ensure optimal competitive positioning, organisational alignment and science delivery in the national interest. A key deliverable for the successful candidate will be to develop an updated Science Plan for the business unit.

### Duties and Key Result Areas:

**Impact Science Leadership**

* Provide high level strategic science leadership to ensure the business unit remains globally scientifically competitive;
* Develop and promote a strong scientific culture of excellence;
* Drive effective development, utilisation and delivery of business unit research capability in accordance with research and investment priorities (and arbitrate where necessary);
* Develop new science platforms/ideas and be accountable for their performance and translation into impact science areas.

**Capability Leadership**

* Strive for “Zero Harm” (physical and psychological) through a dedication to a healthy, safe and environmentally sustainable workplace;
* Shape science capability internally and through external collaboration to meet future science opportunities, program goals and impact pathways;
* Support the Manufacturing Leadership Team to identify, attract, develop and retain extraordinary diverse talent;
* Undertake leadership development and succession planning for Research Directors and key science leaders, to build the science leadership pipeline and inclusive leadership capabilities;
* Monitor long term science trends to forecast capability demand.

**Engagement & Partnership**

* Manage external scientific relationships with partners to advance CSIRO’s interests, science delivery and impact and to achieve strategic science goals;
* Provide high level scientific representation nationally and internationally of CSIRO’s capability;
* Build strategic alliances with industry and the university community to execute CSIRO strategy collaboratively;
* Lead business unit engagement in and development of national innovation precincts;
* Build relationships that traverse business unit boundaries to understand broader business unit capability requirements;
* Lead external and internal business unit reviews.

**Resource Leadership**

* Develop long term plans for future science infrastructure;
* Work with the business unit leadership team to ensure that capability and resources are effectively prioritised and deployed to meet current and future requirements;

As well the appointee will:

* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a multi-disciplinary, often regionally dispersed research team, and business unit to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Undertake other duties as directed.

### Capabilities

**Skills and Personal Attributes**

* Building organisational talent
* Developing strategic relationships
* Decision making/judgement
* Fostering networks
* Establishing strategic direction
* Influencing and persuasion
* Eminence - International/eminent research or industry reputation and credibility in a relevant science domain
* Collegiate approach
* Credible leader and researcher
* Executive disposition
* Leader and promoter of Diversity & Inclusion

**Experience**

* Strong personal publication record in a discipline meaningful to the business unit
* Success in working at the interface of discovery and delivery science
* Passionate about people development, leadership, coaching and mentoring
* Management of large scale research activities

**Organisational Knowledge (Desirable)**

* Knowledge of the Government and Statutory framework in which CSIRO operates and the relevant legislation
* Broad knowledge of CSIRO Strategy, Structure, Operating Model and science domains and portfolios
* Enterprise Strategy and operational planning, forecasting, budgeting, reporting and performance management requirements (CSIRO's impact measures) and processes
* Deep working knowledge of specific science areas and impact domains in which science capabilities can be applied to deliver maximum impact
* Understand cross-CSIRO business unit goals and impact pathways to support and source/market capabilities accordingly
* Broad science knowledge and deep understanding of own and related disciplines
* Ability to assess the availability of external capability to build/exploit new opportunities
* In depth knowledge and understanding of national and international innovation systems (universities, publicly funded research agencies and CSIRO’s role)
* Strong knowledge of external Industries and R&D markets and trends dynamics relevant to the science area
* Scientific credibility and innovation leading to recognition as a world leader in a significant field of research or its transfer to industry

### Key Relationships:

Science Council, Research Office, Science Leaders and Postdocs. Universities, Public fundraising regulatory associations, state and federal departments.

### Essential Selection Criteria:

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

1. Established international eminence in a relevant science domain with evidence of effective world-class science leadership.
2. Evidence of successful leadership of platform, discovery and impact science relevant to Manufacturing (i.e. biomedical manufacturing or chemicals and fibres or high performance metals or industrial innovation).
3. Evidence of strong engagement skills and strategic relationship management that grows new science opportunities and supports commercial outcomes.
4. Ability to attract, retain, empower and develop world class talent, to promote wellbeing and foster cross organisational capability.
5. A track record in supporting a senior leader in optimal positioning, organisational alignment and science delivery in the national interest.
6. Demonstrated track record in planning for science infrastructure to meet short and long term needs.
7. Demonstrated track record of exemplary behaviour

### About CSIRO:

At CSIRO we solve the greatest challenges through innovation science and technology.

We imagine. We collaborate. We innovate. To find out more visit us [online](http://www.csiro.au/)!

### Manufacturing Research:

* Biomedical manufacturing
* Chemicals and fibres
* High performance metals
* Industrial innovation

Find out more about CSIRO [Manufacturing](https://www.csiro.au/en/Research/MF)