# Position Details

## General Management – CSOF7

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| The following information is for applicants | |
| Advertised Job Title | Commercialisation Specialist – Astronomy and Space Science |
| Job Reference | 69550 |
| 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) | Marsfield, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Program Director - Technologies |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | None initially, may grow into small team |
| Enquire about this job | Contact Dr Tasso Tzioumis via email at [Tasso.Tzioumis@csiro.au](file:///C:\Users\hey040\AppData\Local\Temp\0) or phone +61293724350 |
| 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 role of General Management staff in CSIRO is to contribute to the effective delivery of services through the provision of high-level advice to senior managers, usually members of the Executive or business unit leaders. These are senior roles that facilitate the strategic development of organisational capability, they are responsible for initiating and implementing organisational change and represent the business unit’s or organisational interests in external forums.

Commercialisation is a key supporting function of the CSIRO strategic goal of being Australia’s Innovation Catalyst. As Commercialisation Specialist – Astronomy and Space Science, you will identify commercially valuable ventures, inventions or scientific advances from within the CASS portfolio and protect, package and transfer them to industry for maximum impact for CSIRO and Australia.

Key milestones for this role include the following:

* Complete the technology and business model validation for a pre-identified opportunity.
* Secure resourcing to implement commercialisation pathway for a pre-identified opportunity.
* Transfer the pre-identified technology opportunity into a commercial market entity.
* Advise strategies that target new pipeline opportunities aligned with sovereign market need.
* Support researchers to identify and focus on opportunities with highest chance of impact.
* Design and implement a program which identifies several commercialisation hypothesis and validate these in a logical transparent manner

### The role reports to the CASS Program Director for Technologies. The successful candidate will understand and work within CSIRO’s commercial policies and build productive relationships within CSIRO’s Commercialisation, Business Development, Legal, Intellectual Property and Contract Administration teams. The output documentation will utilise CSIRO commercial tools and templates where they are available.

### Duties and Key Result Areas:

* Make an outstanding contribution as a supportive and influential team member, including the provision of exemplary team management, leadership and mentorship, to encourage new ideas and support the development of emerging applications, inventions, and skills.
* Actively participate as a member of the CASS management team, working collaboratively with colleagues across CSIRO to reach objectives.
* Using original concepts and approaches, resolve major, often unprecedented conceptual problems, which present a significant barrier to commercialisation opportunities.
* 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 a number of industry sectors.
* Generate successful commercial ventures from CASS Technologies.
* Generate commercial revenue or equity value to the organisation.
* Represent the organisation and commercial ventures in public forums and to investors and partners.
* 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.

## **Selection Criteria**

#### Essential

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

1. Doctoral qualifications in physics (astronomy or space) or equivalent and demonstrable knowledge of new generation radio astronomy instrumentation. Broad knowledge of other scientific and engineering disciplines (including space science, astrophysics, remote sensing and/or space situational awareness would be considered favourably).
2. Professional experience and networks in the venture capital, innovation and entrepreneurial communities specifically in early stage (pre-seed) commercialisation of hardware, device and/or other deep science.
3. Demonstrated knowledge and proven experience in commercialisation of radio astronomy and/or space science early stage research and development.
4. Knowledge and/or experience in founding and operating a start-up or pre-revenue small business.
5. Demonstrated experience building deep relationships to deliver an organisational/commercial benefit leading to increased revenue and/or funding for further scientific research.
6. 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.
7. Demonstrated results in utilising strong commercial/business acumen with established internal and external networks to create financial opportunities for a large, complex organisation.
8. Clear understanding of financial services licencing and obligations of representing commercial investment opportunities to investors.

## **Desirable:**

1. An international profile in a field associated with RF signal processing science or engineering.
2. Completion of a reputable commercialisation or entrepreneur training program (e.g. CSIRO ON, UNSW Founders, Wollongong iAccelerate, Curtin ignition, Cicada Innovations or similar)

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 required to obtain and maintain a security clearance at the NV1 or above.

## **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 CSIRO [Astronomy and Space Science](https://www.csiro.au/en/Research/Astronomy)