# Position Details

## Research Management- CSOF8

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| The following information is for applicants |
| Advertised Job Title | ASTRI Director |
| Job Reference | 70785 |
| Tenure | Specified Term of 3 years Full-time |
| Salary Range | Attractive salary package is negotiable |
| Location(s) | Brisbane, QLD, Melbourne, VIC, Newcastle, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | ASTRI Steering Committee |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 4 |
| Enquire about this job | Contact David Harris via email at David.Harris@csiro.au or phone +61 7 3327 4617 |
| 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 or call 1300 984 220. |

### Context

### The Australian Solar Thermal Research Institute (ASTRI) is a consortium of leading Australian research institutions, which was established to provide a coordinated, national approach to the development and demonstration of solar thermal technologies. The focus of ASTRI’s activities is on high temperature Concentrated Solar Thermal (CST) systems for energy storage, power generation and process heat.

### As a research institute, the core value that ASTRI provides is the knowledge that it generates. ASTRI aims to be seen as a ‘one-stop shop’ for technical advice for CST in Australia, informing policy development and options, and functioning as an interface between research and commercial outcomes. ASTRI is able to respond to market needs and provide technical support to CST technology development demonstration and deployment.

### ASTRI also has a leading role in developing the technical capability needed to support the CST industry in Australia.

**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.

### The Australian Solar Thermal Research Institute (ASTRI) Director will provide overall leadership within ASTRI and be responsible for providing the vision, direction and strategic oversight for the delivery, adoption and impact of the ASTRI objectives in accordance with the Funding Agreement. It is a pivotal role that reports directly to ASTRI’s Steering Committee and will be responsible for leading ASTRI through the next 3 years.

### The ASTRI Director will be responsible for delivering ASTRI’s Strategy, as endorsed by the Steering Committee. This strategy will detail ASTRI’s role in enabling the commercial viability of Concentrated Solar Technology (CST) through the development, demonstration and deployment of emerging CST technologies, with a focus on areas where Australia has a comparative advantage.

### The ASTRI Director is also responsible for leading and managing ASTRI’s world class capability in CST and actively managing key relationships with ASTRI partners, Government, Industry, international stakeholders and other Research institutions to ensure ASTRI outcomes are achieved in the national interest.

### This role will have a strong focus on external engagement with government, industry, ASTRI partners and other research institutions, and will be required to foster linkages internally and externally with key stakeholders.

### Duties and Key Result Areas:

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| The ASTRI Director will be accountable to the ASTRI Steering Committee to undertake the following duties:**ASTRI Business Leadership*** Apply ASTRI’s Strategic Plan to ensure that key activity areas (Research, Operations and Commercial) are managed in a strategic and coordinated manner, consistent with ASTRI’s goals and key outcome areas.
* Develop an effective and innovative team culture that is aligned with industry needs characterised by creativity, innovation, flexibility, and science excellence;
* Apply commercial acumen to drive ASTRI project and impact delivery;
* Identify opportunities for science and technology to contribute to overcoming commercial adoption challenges for CST;
* Manage the program of projects including prioritisation and resource allocation;
* Deliver on project solutions to external customers/stakeholders;
* Build a pipeline of contracts with industry (3-5 year focus);
* Manage the Program’s portfolio of Intellectual Property;
* Lead and coordinate the pursuit of external revenue to support the ASTRI goals;
* Engage key stakeholders and clients to build support for investment in major projects and opportunities;
* Maintain best practice project management standards in the delivery of ASTRI projects;
* Lead project review processes;

**Capability Leadership*** Have oversight of the overall research strategy and program for ASTRI and ensure it is executed by the leadership, management and project teams under the leadership of the Research Manager;
* After consultation with the ASTRI Leadership and Program Management teams and, where appropriate, Technical Advisory Committee, approve the appointment of Technical Project Leaders;
* 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 Program;
* Model appropriate and professional behaviour in the workplace and manage people matters proactively;

**Engagement & Partnership*** Develop and lead an external collaboration strategy;
* Represent ASTRI at key headline events and communicate the value of CST clearly to stakeholders in accordance with the Strategic Communications Plan.
* Build strategic relationships within the organisation to execute the ASTRI strategy.
* Develop and maintain national and/or international research collaborations and professional networks to keep abreast of emerging advances in relevant energy fields;
* Communicate ASTRI strategy to internal and external stakeholders;
* Coordinate high level contact with customers/clients/partners and identify opportunities for future collaboration.

**Resource Leadership** * Be responsible for ensuring compliance by ASTRI with the Funding Agreement, with assistance from the ASTRI Operations Manager;
* Coordinate the allocation of funding for ASTRI;
* In consultation with the ASTRI management team and subject to review by the ASTRI Steering Committee, develop ASTRI’s Strategic Plan for the next four years;
* Manage ASTRI in accordance with the Strategic Plan;
* In conjunction with other members of the ASTRI management team, prepare the ASTRI Program Plans required under the Funding Agreement and submit the ASTRI Program Plans to the ASTRI Steering Committee for review before submission by the ASTRI Director to ARENA;
* Coordinate the implementation of reporting structures within ASTRI, including coordinating the preparation, review and submission of annual reports to the Institute;
* Prepare the ASTRI Reports required under the Funding Agreement and submit the ASTRI Reports to the to the Steering Committee and ARENA;
* Lead and manage ASTRI’s financial resources, people, infrastructure and other assets to ensure their effective and efficient use;
* Ensure best practice governance and management of commercial activities and intellectual property in the Program.
* Manage financial performance of projects within the Program;
* Manage delivery against milestones and quality standards;
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| **Capabilities**  |
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| **Role Parameters:** |
| **Organisational Size:** 80 – 100 research and management contributors across CSIRO and the university sector **Key Relationships:*** CSIRO Low Emissions Technologies Research Program Director
* ASTRI Research Manager
* ASTRI Operations Manager
* ASTRI Commercial Manager
* ASTRI Steering Committee;
* ASTRI Program Management team
* ASTRI Technical Advisory Committee; and
* ARENA.
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| **Key Performance Indicators** |
| * ASTRI positioned as the central entity for all solar thermal research in Australia
* ASTRI sets and executes a clear strategic direction for the period of the ARENA contract
* ASTRI is outcomes focussed and clearly commercially oriented
* ASTRI’s operations, including its systems and processes, are formalised and adhered to
* ASTRI’s value proposition clearly communicated to key stakeholders
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## **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. Managerial qualifications combined with significant experience and depth of understanding of science from either a research or industry background.
2. Evidence of an established reputation and credibility in the energy domain with evidence of effective world-class business, science, research and/or innovation leadership.
3. Evidence of strategic management and leadership skills, including ability to manage key activity areas in a strategic and coordinated manner consistent with organisational goals.
4. Evidence of successful development and leadership of a pipeline and portfolio of science, research and/or business innovation at the scale of the ASTRI program.
5. Evidence of strong internal and external engagement skills and strategic relationship management that grows new impact opportunities and supports commercial outcomes.
6. Demonstrated ability to manage financial performance and build a portfolio of client and stakeholder relationships and commercial opportunities to meet financial objectives.
7. Demonstrated ability to attract, retain, empower and develop world class talent and to promote wellbeing and foster creativity in multidisciplinary teams of approximately 50 staff.
8. Demonstrated ability to manage and lead a diverse range of people in the delivery of complex projects in a multi-stakeholder environment.
9. Demonstrated values and behavioural leadership, including a demonstrated ability to promote productive internal and external collaboration to achieve outcomes*.*

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.

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