Program Manager – Industrial PhD

Role summary for potential applicants

Advertised Job Title: Program Manager – Industrial PhD
Reference Number: 42608
Classification: CSOF6
Salary Range: A market-competitive remuneration package will be offered
Location: North Ryde (Sydney), Clayton (Melbourne), Adelaide or Canberra
Tenure: Specified Term of 3 years (with potential for a 2 year extension)
Relocation assistance: Will be provided to the successful candidate if required.

Applications are open to: Australian Citizens Only
- Australian Citizens and Permanent Residents Only
- All Candidates

For Specified Term positions, we will accept applications from Temporary Residents with working rights for the length of the term, who do not require sponsorship.

Functional Area: General Management
% Client Focus - Internal: 40%
% Client Focus - External: 60%
Reports to the: Executive Manager, Science, Impact and Policy
Number of Direct Reports: 0-1

Role Overview:

The key focus of the Program Manager – Industrial PhD is the development, implementation and management of the CSIRO Industrial PhD pilot program between CSIRO and key partners. The CSIRO Industrial PhD is a new and major initiative in the Australian innovation system that will be co-developed with universities and industry. The initiative will leverage CSIRO’s brand, national footprint, strong industry and university links, and leading outcome-focused capability to bring research and industry skills to the next generation of PhD students. Through the program students will research industry-driven problems while developing professional and practical skills to work at the research and industry nexus. Bringing partners together and safeguarding the student experience will require the dedication of an experienced manager and negotiator.

The position will hold responsibility for finalising the development of a pilot program with key partners and implementing and managing this major initiative, including managing the student experience within CSIRO and industry.

Context

In an interconnected world of accelerating, technology-driven change, our future prosperity, health and sustainability is closely bound to our capacity for innovation and so Australia must be a high performing innovation economy with a strong focus on STEM-driven entrepreneurship. However, Australia faces a number of challenges regarding research-industry collaboration including:

- The lowest level of industry-research collaboration in the OECD
- Low numbers of researchers in industry
- Low levels of staff mobility between research, government and industry sectors
• Declining rates of STEM education participation
• Limited opportunities for work-ready innovation training and experiences and PhD graduates who are not always industry ready

CSIRO’s Strategy 2020 and our Statement of Expectations from our Minister both outline a roadmap for CSIRO, in partnership with universities and industry, to address these challenges. This explicitly includes exploring the development of an industry-focussed, STEM-based PhD program. The Program Manager - Industrial PhD role will be a unique opportunity for a motivated and highly experienced collaborative leader to shape a program that will make a difference for the future of Australian industry and the next generation of innovative researchers.

Duties and Key Result Areas:

• Utilise a strong understanding of, and networks within, industry sectors, universities and the broader national innovation system to develop and implement the CSIRO Industrial PhD pilot program including working with partners to:
  ▪ Develop and execute a marketing plan,
  ▪ Recruit students and develop the student experience,
  ▪ Deliver a high quality student experience and pilot PhD program that includes a six month internship with industry,
  ▪ Translate lessons learnt from the pilot to a large scale industrial PhD program,
  ▪ Manage the running of the pilot program.
• Develop strategies for leveraging the Industrial PhD to increase collaboration with industry, research partners and future innovators.
• Demonstrate exceptional people management, interpersonal, negotiation and brokerage skills to ensure motivated, high performance teams across the Industrial PhD partners to deliver the student experience and highly skilled graduates.
• Demonstrated experience in/understanding of talent retention and career support for target groups.
• Demonstrate commitment to fostering a culture that supports diversity in gender, culture and experience, which enhances our creativity and skill mix.
• Demonstrate exceptional communication skills, working closely with CSIRO Business Unit Researchers and Research Leaders, as well as CSIRO corporate groups including Global, Science Impact and Policy, Business Development and Commercial, Communication and Government Relations, and Organisational Development & Change managers.
• Influence organisational leaders to gain support for the Industrial PhD both within and outside of CSIRO.
• Identify opportunities to establish and facilitate communities of practice and support specific researcher career development networks.
• Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
• Any other duties within the scope of this position that may arise from time-to-time, for which the incumbent holds the skills and abilities to perform.

Selection Criteria:

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

Pre-Requisites:

1. Education/Qualifications: A degree in science, engineering, business, economics or finance as well as 5+ years working at the interface of the industry and university sectors and the broader national innovation system. A PhD qualification may be an advantage in carrying out this role.
**Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.

**Essential Criteria:**

1. Previous in-depth experience with Australia’s Innovation Ecosystem, particularly in managing and/or developing higher degree education (research) training programs, including theoretical and operational understanding of the processes and support systems required for research degrees in Universities.

2. Proven experience in establishing and developing strong stakeholder working relationships with industry partners including demonstrable understanding of the issues and drivers faced by industry in the context of engaging in research and development partnerships, and integrating research students.

3. Proven ability, utilising influencing skills to gain support for new initiatives both within and outside an organisation, lead multiple initiatives across a complex organisation and to deliver results in an environment of ambiguity including significant experience in managing projects with reputational implications.

4. Strong experience leading major projects to reach targets regardless of shifting trends across political, social and industrial environments through strategically prepared operations plans, comprehensive risk management strategies, engaging and leveraging varying stakeholders to deliver results, as well as identifying and implementing process improvements and enhancing program design where appropriate.

5. Exceptional written and verbal communication, analytical, people management, negotiation/brokerage and collaboration skills, and proven ability to balance short term activities and tasks with a continued focus on long term objectives.

**Highly Desirable:**

1. Ability to develop strong industry networks, and a good understanding of government policies behind the establishment of the Industry Growth Centres and/or Industry training initiatives.

2. Demonstrated experience in consulting and/or delivery on all aspects of the learning and career development lifecycle (analysis, design, delivery, evaluation and reporting) for a range of clients in large and complex organisations – preferably in a university.

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.

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**Other Information:**

**How to Apply**

Please apply for this position online at [https://jobs.csiro.au/](https://jobs.csiro.au/) and “Search by Keyword” for 42608. Internal (CSIRO) candidates should apply for this position via the “Recruitment” tab in SAP (choose “Jobs Central” and enter Requisition Number 42608).

Your application should comprise one document incorporating a resume and covering letter that best demonstrates your motivation and ability to meet the requirements of the role (uploaded under “Resume/Cover Letter”). At any stage during the recruitment process, you may be asked to provide additional information (online) relevant to the selection criteria. If so, then responding will enhance your application so please take the time to provide relevant succinct answers. Applicants who do not provide the information when requested may not be considered.
Applications close, Monday 17 July, 2017 (11:59pm AEST)

If you experience difficulties applying online call 1300 984 220 and someone will be able to assist you. Outside business hours please email: csiro-careers@csiro.au.

**Referees:** If you do not already have the names and contact details of two previous supervisors or academic/professional referees included in your resume/CV please add these before uploading your CV.

**Contact:** If after reading the selection documentation you require further information please contact:

**Mr Tom McGinness** via email: Tom.McGinness@csiro.au or phone: 02 9490 5466

Please do not email your application directly to Mr McGinness. Applications received via this method will not be considered.

**About CSIRO**

Australia is founding its future on science and innovation. Its national science agency, the Commonwealth Scientific and Industrial Research Organisation (CSIRO) is a powerhouse of ideas, technologies and skills for building prosperity, growth, health and sustainability. It serves governments, industries, business and communities across the nation.

Find out more! [www.csiro.au](http://www.csiro.au).