



Research Program Director – CSOF8

Role summary for potential applicants

Advertised Job Title:	Director, Atlas of Living Australia
Reference Number:	58261
Classification:	CSOF8
Salary Range:	AU \$160K to AU \$201K plus up to 15.4% superannuation
Location:	Black Mountain, ACT, Australia
Tenure:	Indefinite
Relocation assistance:	Will be provided to the successful candidate if required.
Applications are open to:	All Candidates
Functional Area:	Research Scientist / Engineer
% Client Focus - Internal:	50%
% Client Focus - External:	50%
Reports to the:	Director National Collections and Marine Infrastructure
Number of Direct Reports:	7

Role Overview:

The Atlas of Living Australia provides free, online access to millions of records of Australia's biodiversity. It is collaborative, open infrastructure that pulls together biodiversity data from multiple sources, and makes it accessible and reusable. The ALA provides free, online access to millions of occurrence records to form the most comprehensive and accessible data set on Australia's biodiversity ever produced. The ALA is a team of approximately 25 staff and is primarily funded through the National Collaborative Research Infrastructure Strategy (NCRIS), administered by the Department of Education and Training.

CSIRO is the lead agency in the ALA, with overall responsibility for the management and implementation of the ALA in accordance with the legal, reporting and accountability requirements outlined in the Funding Agreement. ALA has a strong governance and management model, including the ALA Advisory Board which provides advice to CSIRO on the strategic oversight of this important national infrastructure.

ALA has a significant track record of achievement, and providing critical infrastructure to a wider Australian research community. ALA has aggregated nearly 75 million records representing vouchered specimens in Australian Biological collections as well as human observations from a range of institutions and organisations around Australia. The Atlas is a world leading system that allows for the storage, discovery, visualisation and analysis of biodiversity information, and is a component of the national research data infrastructure fabric.

The Director is responsible for providing the vision, direction and leadership in delivery of the Atlas of Living Australia to and for Government, industry and community stakeholders.

The Director is also responsible for leadership and the professional management of the ALA's talented people, as well as the associated infrastructure and financial resources.

Duties and Key Result Areas:

Facility Leadership & Operations

- Lead delivery of the national facility, including prioritisation, direction setting, efficient and effective utilisation of facility resources, capability development, recruitment and retention of staff;
- Lead the continued development of links across organisations that manage diverse data including, but not limited to, biological collections (animal, plant, microbial, and DNA), genetics, ecosystem-levels and environmental monitoring.
- Work with a wide range of stakeholders including all levels of government, scientific agencies, herbaria, universities, industry and non-government organisations to ensure that benefits from data access and data mobilisation are realised.
- Engage with ALA Advisory Board (whose function is to supply high level wider community vision for the Atlas of Living Australia) around planning, reporting and broader engagement for the ALA.
- Work with the scientific community to ensure the best scientific outcomes by developing a research environment that enables science excellence, creativity, innovation and flexibility.
- Provide planning documents and reports as required for DIISR and other funding agencies.
- Establish priorities for ALA developments and expansion based on scientific and user requirements.
- Identify and respond to potential funding opportunities for ALA infrastructure.
- Provide technical vision for future development of biodiversity informatics infrastructure within Australia and globally.
- Participate in broader discussions and collaboration around national e-research infrastructure need.
- Develop and maintain a comprehensive strategic overview of the risk profile and opportunities of the national facility, managing identified risks and opportunities.

Capability Leadership

- Establish and lead effective teams, allocate and manage resources and take responsibility for strategic and operational plans for the service and undertake staff performance management and career development.
- Strive for "Zero Harm" (physical and psychological) through a commitment to a healthy, safe

and environmentally sustainable workplace;

- Attract, develop and retain world class talent which will meet current and future needs;
- Empower staff with the sufficient autonomy to pursue innovative science and encourage the creative exchange of ideas;
- Model appropriate and professional behaviour in the workplace and manage people matters proactively;
- Effectively lead change initiatives across the ALA and CSIRO; and
- Build a collaborative culture, with both staff and the broader community.

Engagement and Partnerships

- Manage stakeholder and community engagement with the ALA, undertaking high level national and international representation of the national facility to expand its impact and opportunities for new business.
- Support the Director of National Collections and Marine Infrastructure to contribute to the formulation and implementation of a long-term strategy for continued operation of the ALA.
- Develop and implement a comprehensive communications strategy and a stakeholder relationship plan for the ALA.
- Build strategic alliances within the organisation to collaboratively execute CSIRO strategy across lines of business.

Resource Leadership

- Lead and manage the ALA financial resources, people, infrastructure and other assets to ensure their effective and efficient use.
- Secure a pipeline of opportunities aligned with national priorities that delivers a sustainable financial future.

Selection Criteria:

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

Pre-Requisites:

- **Education/Qualifications:** Demonstrated experience in Project Management, including experience in achieving deliverables within defined timeframes, including the capacity to gather and coordinate input from a broad range of stakeholders. Demonstrated experience in information, biodiversity or related science fields.
- **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 contentious proposals/ideas.

- **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.
- **Adaptability:** Demonstrated flexibility in thinking, and responding to organisational change by adapting strategies, goals and priorities.
- **Problem Solving:** Proven ability to anticipate and manage problems in ambiguous situations, develop appropriate solutions based on thorough evaluation and interpretation, and defend the conclusions with reasoned arguments.

Essential Criteria:

1. Demonstrated ability to develop multi-institutional collaborations at a national and international level and across multiple scientific disciplines; ability to articulate and promote the potential contributions of the Atlas of Living Australia to national and international issues, and to improve biodiversity management at a range of scales.
2. Demonstrated planning, financial and change management skills and experience at the level of a program of comparable size and scale to the ALA.
3. Ability to think laterally and strategically and to anticipate and manage problems in ambiguous situations.
4. Demonstrated ability to communicate openly and effectively and to build strong relationships with staff, stakeholders and clients at all levels and across boundaries together with superior interpersonal, negotiation and influencing skills.
5. The ability to work effectively in a team environment, collaborate widely both internally and externally, and provide guidance to managers and staff.

Desirable Criteria

1. Graduate level biodiversity science knowledge and/or a detailed understanding of current projected trends related to biodiversity data.

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.

Other Information:

How to Apply

Please apply for this position online at www.csiro.au/careers. 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.

If you experience difficulties applying online call 1300 984 220 for assistance. Outside Australian business hours please email: csiro-careers@csiro.au.

Referees: Please provide names of two previous supervisor or academic/professional referees in your resume/CV.

If after reading the selection documentation you require further information please contact: Michelle Hamilton via email at: Michelle.Hamilton@csiro.au or by phone on: +61 03-9545 2944.

Please do not email your application directly to Michelle Hamilton. 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.

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](#)

The Atlas of Living Australia is Australia's national biodiversity database. It provides free, online access to information about Australia's amazing biodiversity. It supports research, environmental monitoring, conservation planning, education, and biosecurity activities, and is a great way to learn more about the biodiversity in your area. Find out more: <https://www.csiro.au/en/Research/Collections/ALA>