



General Manager, Research

Job Information Pack

Position Number:	0004
Classification:	SES Band 1
Section:	Research
Location:	Bruce, ACT
Employment Type:	Non-ongoing, Specified Term for up to 5 years

About ACIAR

The Australian Centre for International Agricultural Research ([ACIAR](#)) is a globally unique organisation operating in a dynamic and complex environment under the *Australian Centre for International Agricultural Research Act 1982*. ACIAR is a [statutory](#) agency within the Australian Government's Foreign Affairs and Trade Portfolio. Our headquarters are in Bruce (Canberra). Further information on our current projects, programs and priorities can be found at <https://www.aciar.gov.au/>.

ACIAR fosters international agricultural research-for-development partnerships between researchers, governments, civil society and the private sector. These partnerships aim to improve food security, reduce poverty and enhance environmental sustainability in partner countries.

ACIAR-supported research and capacity development programs contribute significantly to [Australia's International Development Policy](#), enhancing the livelihoods of smallholder farmers, building community resilience and increasing science and policy skills of individuals and organisations in partner countries and in Australia.

In 2022, the [Commission for International Agricultural Research](#) initiated a mid-term review of the ACIAR 10-year strategy to ensure it was fit-for-purpose in light of the unfolding global food security crisis, ongoing recovery from the COVID-19 pandemic and new food system challenges due to climate change and other global issues. The external review panel made several recommendations to reflect our changing world, and the revised [ACIAR 10-Year Strategy 2018–27](#) was launched in October 2022.

In August 2023, ACIAR's new [CEO](#) commenced and initiated a strategic review of the ACIAR organisational structure. This position is a critical part of our refreshed ACIAR Executive Team.

About the position

The General Manager, Research (GMR) is part of ACIAR's Executive team, which also includes the General Manager Partnerships and the General Manager Corporate. The Executive team is led by the CEO and works together to ensure that ACIAR delivers on its core mandate of brokering, funding and managing partnerships and investments that catalyse more productive, sustainable and resilient food and farming systems for the benefit of developing countries and Australia.

The GMR leads a team that consists of Research Regional Directors and the Director of Capacity Development. These roles, in turn, manage a team of program managers and administrators who collectively deliver research and capacity building programs aligned with ACIAR's investment framework and country/regional priorities. The GMR is responsible for strategic engagement with the Australian innovation eco-system, ensuring that ACIAR is a valued and preferred research partner.

The GMR will lead by example in the consistent use of ACIAR's policies and procedures to ensure that ACIAR operates within the legislative framework and the requirements of the Australian Public Service. Importantly, the GMR is responsible for effective working relationships across ACIAR including the corporate and partnership sections, to ensure an efficient and collaborative cross-agency effort. The GMR, along with the Executive team, will also represent ACIAR, closely engage with partner agencies, and build strong relationships with key domestic and international stakeholders.

RESPONSIBILITIES INCLUDE:

1. Be an active member of the Executive team, providing strategic advice to the CEO and building ACIAR into a safe, inclusive, high performing and innovative agency.
2. Lead active research and capacity building teams who design and implement projects and programs through a lens of continuous improvement, to deliver high impact.
3. Ensure ACIAR's research and capacity development investments align with Australia's development policy, ACIAR's investment framework and regional and country priorities.
4. Develop and communicate the Research team's strategic direction, aligning activities with ACIAR's broader objectives and inspiring team unity and purpose.
5. Lead ACIAR's strategic engagement with Australia's agricultural innovation system to identify existing capacity and foster emerging capacity that can deliver the greatest impact.
6. Manage expenditure effectively and efficiently to maximise the impact of ACIAR's investment in research and capacity development, in line with Australian and partner country government requirements.
7. Promote engagement across ACIAR's key areas of research, partnerships and corporate functions, to facilitate a safe, inclusive and cooperative culture and a high-performing work environment.
8. Demonstrate unwavering commitment and integrity, consistently uphold public service values, actively embrace and manage risks and exhibit personal courage. Be resolute in decision-making and exhibit resilience in the face of challenges in all aspects of your role.

Eligibility

- **Australian Citizenship** - our successful candidate must be an Australian citizen at the time an offer of employment is made
- **Security clearance** - our successful candidate may be required to obtain and maintain a Negative Vetting 1 security clearance
- **Mandatory qualifications/experience:**
 - A PhD in a relevant discipline;
 - Extensive experience in research management in a developing country context;

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- An understanding of the potential for research partnerships to actively contribute to poverty alleviation, improve food security, address risks arising from climate change and support inclusive sustainable economic development in the Indo-Pacific region;
 - A proven, internationally competitive research track record relevant to ACIAR's portfolio, coupled with a comprehensive understanding of contemporary research methodologies across natural, physical, and social sciences, as well as expertise in research monitoring and evaluation methods and tools; and
 - Significant experience in driving research and innovation with sustainable impact in complex environments, utilising advanced portfolio analysis and management tools to navigate and optimise research outcomes.

Contact

After reading this “*Information Pack*” should you require additional information you are encouraged to contact HRsupport@aciarc.gov.au or call 02 6217 0500.

Capability Requirements

In addition to meeting the [Work Level Standards](#) for the SES Band 1 classification and adhering to [the Secretaries Charter of Leadership Behaviours](#) and [SES performance leadership framework](#) the following criteria also apply:

1. **Strategic Thinking** - Demonstrated experience in developing and communicating a clear strategic direction for business units, aligning with broader organisational objectives, and fostering a shared sense of purpose.
2. **Achieves Results** - Excels in leading the design and implementation of projects and programs, focusing on continuous improvement to ensure ACIAR's research and capacity development investments achieve their intended impactful results.
3. **Cultivates Productive Working Relationships** - Skilled in fostering collaborative engagements across ACIAR's research, partnerships, and corporate functions, enhancing a cooperative and effective work environment.
4. **Exemplifies Personal Drive and Integrity** - Exhibits a strong personal drive and integrity, demonstrates public service professionalism, actively engages with risks, shows personal courage, and is committed to decisive action.
5. **Communicates With Influence** - Skilled in communicating with influence, presenting messages in a clear, concise, and articulate manner, adapting to various audiences, and negotiating persuasively.
6. **Leadership** - Demonstrates exceptional leadership and stakeholder engagement with strong people management skills and experience.
7. **Role specific Experience** - Senior level public and/or private sector science leadership experience in Australia and preferably internationally.

What we need from you

- Tell us in less than 2 pages why you are the right person, what you can offer, and how your skills, knowledge, experience, and qualification are relevant to the role. Note: You can upload your “pitch” as an attachment or include the Cover Letter section of the job application.
- Try not to duplicate information that can already be found in your resume but do highlight any specific examples or achievements that will demonstrate your ability to perform the role.
- Please attach a concise resume to your application which clearly outlines your work experience, educational qualifications, and relevant skills.
- In the application form you will need to provide the details of two referees who can attest and validate your credentials and suitability for the role.

NB: All ACIAR employees demonstrate a commitment to the APS Code of Conduct and Values, as well as to workplace diversity and occupational health and safety. It is also expected that ACIAR employees will have appropriate cross-cultural sensitivities.