SYSTEM LEAD - INDUSTRY

DEPARTMENT/UNIT  
Climateworks Centre / Monash Sustainable Development Institute

FACULTY/DIVISION  
Deputy Vice-Chancellor (Research) and Senior Vice-President (DVCR)

CLASSIFICATION  
HEW Level 9

DESIGNATED CAMPUS OR LOCATION  
Melbourne CBD

ORGANISATIONAL CONTEXT

At Monash, work feels different. There’s a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you’re part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver groundbreaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the challenges of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and diversity. When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

We champion an inclusive workplace culture for our staff regardless of ethnicity or cultural background. We have also worked to improve gender equality for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – #ChangeIt with us.

The Deputy Vice-Chancellor (Research) and Senior Vice-President (DVCR) is responsible for the development, implementation and continuous improvement of the University’s research vision within the changing landscape of higher education, ensuring delivery of accountabilities within the context of the University’s strategic plan. Reporting to the President and Vice-Chancellor and as an integral member of the University’s executive team, the DVCR further advances the University’s research performance, diversifies research funding, oversees research infrastructure strategy, and fosters interdisciplinary and transdisciplinary areas of excellence, collaboration and innovation.
Monash Sustainable Development Institute (MSDI) is committed to Sustainable Development research, translation and education. MSDI also engages across Monash to facilitate cross-faculty research partnerships that provide solutions to sustainable development challenges globally. Our expanding education focus includes postgraduate courses and PhD supervision alongside capacity development and student leadership activities. To learn more about MSDI please visit our website.

Climateworks Centre bridges research and action, for system-level transitions to reach net zero emissions across Australia, Southeast Asia and the Pacific. We act as trusted advisers, influencing powerful decision-makers to reduce emissions at scale. Climateworks convenes and facilitates relationships with an international network of organisations that support effective policies, financing and action for emissions reductions. Climateworks supports decision makers with tailored information and tools, working with key stakeholders to remove obstacles and help facilitate conditions that support the transition to a prosperous, net zero emissions future. Co-founded by The Myer Foundation and Monash University in 2009, Climateworks is a non-profit working within the Monash Sustainable Development Institute. To learn more about this work, visit www.climateworkscentre.org.

POSITION PURPOSE

The System Lead will be required to take ownership and accountability of the Climateworks’ overarching strategy and goal to reduce emissions within industry across Australia and Asia Pacific, including managing and delivering relevant programs. Reporting to the Head of Program Delivery, the System Lead will work in close collaboration with teams across the organisation to ensure Climateworks’ impact on emissions reduction in the industrial sector is realised and maximised across multiple geographical locations.

The position will lead and update, as required, global system best practice for emissions reduction and will take a system change approach to developing, designing and implementing high-impact programs whilst leveraging the expertise of the Strategy, International and Country Context and Operations teams.

The System Lead will be expected to establish, develop and maintain exceptional high-level relationships within industry across multiple geographies and leverage those relationships to drive system change.

The System Lead will resource as required, and accept accountability for teams tasked with delivering programs within the system, and be required to closely manage and measure meeting impact, delivery timeline, budget and reporting objectives.

A key senior member of the Climateworks’ team, the System Lead will represent Climateworks externally at system level forums and in the media (in accordance with media protocol).

Reporting Line: The position reports to the Head of Program Delivery, Climateworks Centre, under broad direction, working with a considerable degree of autonomy

Supervisory Responsibilities: This position provides direct supervision to up to 5 staff members and will oversee a team of approximately 8-10 staff

Financial Delegation: Yes, in accordance with the University delegations schedule

Budgetary Responsibilities: Yes, in line with key responsibilities

KEY RESPONSIBILITIES

1. Contribute to strategic planning and the achievement of business unit and university goals as a member of the management team
Map the system and design high-impact interventions:

2. Drive the consistent application of a system change approach to identifying emissions reduction opportunities in industry, including effective system mapping, collaborating with country leads to identify potential leverage points, developing theories of change and designing high-impact interventions (i.e., programs and projects) aimed at reducing emissions at scale.

3. Maintain a high-level understanding and apply global system best practice for emissions reduction (both explicit levers e.g., technology/policy and implicit levers e.g., narrative shifts).

4. Lead the development of related concept notes and proposals with sources of funding in mind, lead the discussions with potential funders with support from our philanthropy and partnership teams, and budget for the resulting work accordingly.

Lead high standard program and project delivery:

5. Lead and supervise Delivery Managers across multiple geographies to deliver high quality programs and meet impact, quality, delivery timelines, budget, funding, and reporting objectives.

6. Support resourcing of new programs (including programs in development phase) with current Climateworks’ staff (taking an organisational view of resourcing) and by hiring new resources, in collaboration with relevant country lead.

7. Oversee program budget and progress reporting and support the Delivery Manager in resolving issues where required.

Live our matrix model:

8. Initiate, lead and develop strong partnerships with other relevant business units, functional areas and key senior staff, including the provision of expert advice.

9. In return, leverage the expertise of the International and Country Context, Strategy and Communication teams and apply it to the development, design and delivery of programs in industry.

10. Contribute to Program Delivery by ensuring Climateworks’ resources being allocated effectively within the industry team, the delivery teams in other systems, and the broader organisation to maximise Climateworks’ impact.

Represent the system work:

11. Develop relationships with, connect and influence senior system stakeholders to drive system change.

12. Represent Climateworks externally at system level forums and in the media (in accordance with media protocol).

13. Where Climateworks develops global best practice or novel emissions reduction approaches, ensure that these are exported from the organisation to be used more broadly.

Be a leader and role model for the team:

14. Visibly demonstrate Climateworks’ leadership values and behaviours and cultivate these in the system team.

15. Set teams up for success through coaching and skill and career development.

16. Be accountable for team’s wellbeing and performance in delivery.

17. Other duties as directed from time to time.

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
Post-graduate qualifications in business, sustainability, public policy, international development or other relevant discipline and extensive relevant experience; or

extensive business experience and proven management expertise for example in heavy-emitting industries or relevant advisory firms and government bodies; or

an equivalent combination of relevant experience and/or education/training.

Knowledge and Skills

2. Experience working on climate change and sustainable development progress in the relevant system (i.e., industry) with demonstrated experience in project and program design and/or delivery in multiple contexts for affecting change and delivering results

3. Demonstrated understanding of the system’s international context and/or international experience and the drivers and barriers to decarbonisation and the transition to 1.5C

4. An entrepreneurial spirit coupled with proven ability to innovate and champion the exploration of new ideas and methodologies, and to identify, pursue and secure funding and projects through successful contract negotiation with government, industry, corporate and donor organisations

5. Demonstrable experience in facilitating stakeholders to act, identifying influencers and champions, securing their participation in industry and policy processes, and managing multi-stakeholder endorsement of co-designed outcomes

6. Demonstrable experience in leading, motivating and developing a professional team to deliver service excellence and continuous improvements

7. Outstanding planning and organisational skills, with excellent administrative and project management skills, and experience in establishing priorities, allocating resources and meeting deadlines while working in a fast-changing context

8. Proven high levels of judgement and initiative in leading major projects and collaborations, and highly-developed conceptual, analytical and evaluation skills with the ability to develop creative solutions to complex problems

9. Strong written communication skills with the demonstrated ability to produce clear and succinct reports, proposals or submissions and an ability to represent the organisation in the media when required

10. Outstanding interpersonal skills with the ability to negotiate, influence and build consensus at senior levels and with diverse stakeholders on complex, sensitive issues

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.