



Position Description

Director, Innovation Programs

AgriPark

Office of the Deputy Vice-Chancellor (Research)

Classification	Senior Level 5
Location	Wagga Wagga
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Ability to travel, involving overnight stays, may be a component of this role. Able to work the required hours, with occasional evening work and flexibility to vary hours.
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	April 2024



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities, senior leaders will be required to contribute to the success of the university strategy including meeting the university’s eight key performance indicators:

Our Students	<ul style="list-style-type: none"> • Commencing progress rate • Student experience
Our Research	<ul style="list-style-type: none"> • Research income • Research quality and impact
Our People	<ul style="list-style-type: none"> • Engagement • All injury frequency rate
Our Social Responsibility	<ul style="list-style-type: none"> • Underlying operating result • Community and partner sentiment

Office of the Deputy Vice-Chancellor (Research)

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational organisations through research and courses. Our vision is to be Australia's leading regional university, advancing the careers of our students, inspiring research excellence and driving regional outcomes with goal impact. We collaborate with our partners on research with global impact.

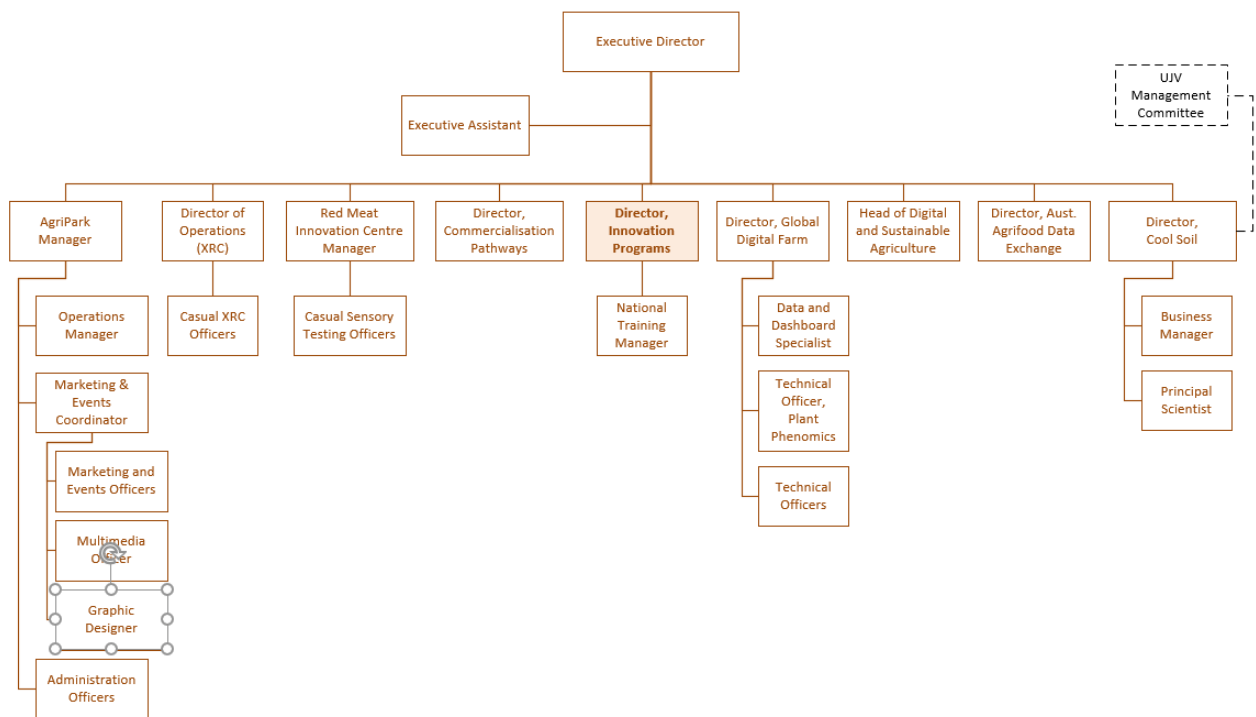
The Deputy-Vice-Chancellor (Research) (DVCR) is responsible for research; research training; partnership with industry and end-users to enhance research and maximise research impact; the commercialisation agenda; national and international partnerships; research ethics and compliance. Through the DVCR portfolio the university will grow our strategic and applied research in core focus areas through strong industry, government and regional partnerships, expertise in digital and excellence in delivering research outcomes.

AgriPark

The Agrisciences Research and Business Park (AgriPark) based on Charles Sturt University's Wagga Wagga campus is a key step in the University's long held vision and commitment to support, facilitate and grow the nations agricultural sector. It provides dedicated infrastructure, services and support to allow innovative industry to co-locate, integrate and collaborate with each other and the multidisciplinary research strengths at Charles Sturt University to meet emerging national and global challenges and enable major advances over the coming decades.

The AgriPark is an innovation precinct that facilitates wealth creation, employment and skills development and is recognised as a world leading centre for agricultural innovation, education, extension, research and development and business opportunity. The clearly articulated intention of the AgriPark is to create an ecosystem of innovative organisations and to curate collaborations between all participants.

Organisational chart





Reporting relationship

This position reports to: Executive Director, AgriPark

This position supervises: National Training Manager

Key working relationships

- AgriPark Leadership team
- Executive Assistant and Administration Officer
- AgriPark partners and stakeholders
- CSU Research & Academic Teams
- Charles Sturt Marketing and Communication teams
- Charles Sturt External Engagement teams
- Charles Sturt events team
- Office of the Deputy Vice-Chancellor Executive Officer and Executive Assistant



Position overview

The Director, Innovation Programs will lead and manage the development and implementation of a series of key Innovation Programs that support the translation of research into adoption and commercialisation outcomes and impact. The position will provide expert advice and guidance to researchers at Charles Sturt to develop their ideas, technologies and inventions into opportunities that are attractive to industry and investors.

Principal Responsibilities

- Actively participate as a key member of the AgriPark Leadership Team, providing high level strategic and operational advice to the Executive Director and Leadership Team as it relates to Innovation Programs.
- Develop and execute the innovation programs strategy.
- Lead the development of a suite of Innovation Programs that guide researchers and external partners to fast track their technology development and pathway to commercialisation and or adoption.
- Implement the delivery of Innovation Programs at CSU AgriPark and facilitate the delivery of successful programs across Charles Sturt under a Hub and spoke delivery model.
- Build a network of internal capability to develop and deliver key Innovation Programs and or partner or outsource development and delivery as appropriate.
- Manage internal and external stakeholder engagement to ensure successful development of CSU capability in Innovation and Commercialisation.
- Develop and implement Innovation Programs that support the establishment of an innovation ecosystem servicing and supporting inbound and outbound innovation at CSU.
- Manage and maximise the value creation for CSU from existing and new Innovation Program alumni networks and current and future AgriPark Partners.
- Partner with the Director, Commercialisation Pathways in developing Charles Sturt's Innovation / Commercialisation Pipeline, cultivating future entrepreneurs and supporting the fast track of technology development and pathway to adoption and commercialisation.
- Develop and review project and operational budgets within delegations.
- Oversee development of responsive and proactive learning and training experiences that cater to a diverse range of AgriPark and community stakeholders.
- Ensure Charles Sturt's & AgriPark's Innovation Programs are world class and nationally and internationally connected.
- Any other duties as may reasonably be required.



Role-specific capabilities

This section comprises capabilities from the [Charles Sturt Capability Framework](#) identified as essential or critical for success in this role.

Be business savvy	Look to add commercial value in our roles, processes and ways of working.
Present and communicate information	Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.
Write and report	Write clearly, succinctly and correctly, convince through writing, avoid jargon, structure information.
Analyse	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.
Learn and research	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.
Achieve personal work goals and objectives	Accept and tackle demanding goals, work hard, make the most of development opportunities, seek progression.

Physical capabilities

The incumbent may be required to perform the following.

- On occasion drive a vehicle distance up to 500km per day within the terms of the university's [Driver Safety Guidelines](#).
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A degree with substantial extension of theories and principles, normally requiring at least 8 years of relevant graduate experience; or a range of management experience; or postgraduate qualifications with relevant experience; or an equivalent level of knowledge gained through any other combination of education, training and/or experience.
- B. Extensive experience in University and or Research and Technology commercialisation pathways.
- C. Extensive experience in developing and managing Innovation Programs.
- D. Strong network of commercial funding partners including demonstrated ability to create new professional partnerships and collaboration opportunities.
- E. Relevant experience in developing and maintaining appropriate procedures and quality control mechanisms.
- F. Excellent coordination and time management and project management skills.
- G. Demonstrated high level of written, oral and interpersonal skills, including the ability to write high quality reports.

Desirable

- H. Understanding of the broader agriculture industry.

