



Position Description

Chief Knowledge Broker

Southern NSW Drought Hub

Office of the Deputy Vice-Chancellor (Research)

Classification	Level 10
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	March 2021



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 eight key university key performance indicators:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	All Injury Frequency Rate Engagement
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment



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Southern NSW Drought Hub

Charles Sturt University is a community-minded organisation with strong links to industry, government and other educational organisations. Charles Sturt courses are developed in collaboration with industry representatives to ensure the skills our graduates acquire meet industry needs.

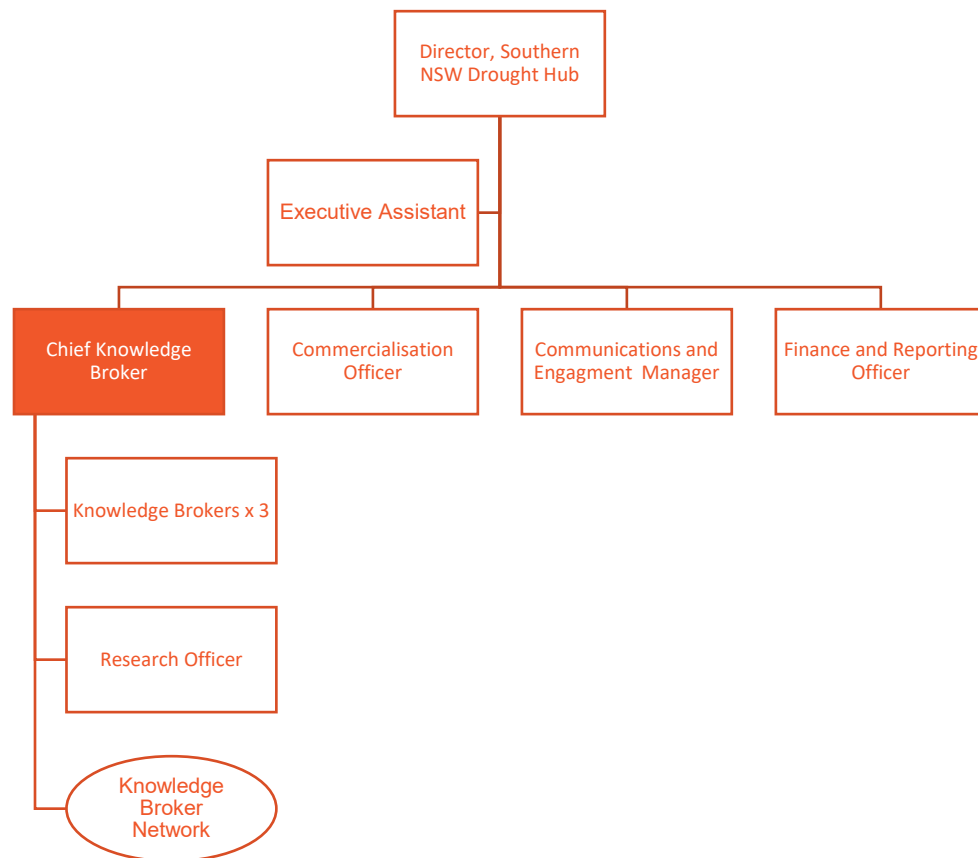
The Deputy-Vice-Chancellor (Research) (DVC R) is responsible for research; research training; partnership with industry and end-users to enhance research and maximise research impact; the commercialisation agenda; national and international education partnerships; research ethics and compliance.

The Southern NSW Drought Hub is funded by the Commonwealth Department of Agriculture, Water and the Environment. Charles Sturt University leads a consortium to deliver user-centred innovation, research, commercialisation and adoption as part of the Federal Government's Future Drought Fund (FDF). The strategic objectives of this fund are to enable:

- Economic resilience for an innovative and profitable agricultural sector
- Environmental resilience for sustainable and improved functioning of farming landscapes
- Social resilience for resourceful and adaptable communities



Organisational chart



Reporting relationship

This position reports to: Director, Southern NSW Drought Hub

This position supervises: Knowledge Brokers x3

Research Officer

Coordinate activities and communication across the knowledge broker network (additional staffing resource provided by Hub partners)

Key working relationships

- Board of Management - Drought Hub
- Consortium partners
- Agricultural community
- Department of Agriculture, Water and the Environment
- Knowledge Brokers across all Drought Hubs



Position overview

The Chief Knowledge Broker is a key leadership position within the Southern NSW Drought Hub providing strategic insights and industry influence. The role has responsibility for collaboratively creating the annual work program and ensuring its delivery. The position will define the current state of knowledge and refine the questions that need answering by science, and, identify key Hub actions required to translate science and research, data, outcomes, or outputs into practice

The role is key in connecting the knowledge broker network throughout southern NSW and ensuring strong stakeholder relationships are developed to deliver interactive and inclusive activities to co-design strategies and programs based on identified priorities, strengths, knowledge gaps, and innovation potential.

Principal responsibilities

- Provide thought leadership for the Hub.
- Work with partners to develop co-designed, collaborative and demand-driven resilience research, development, extension and adoption activities and programs
- Provide strategic input to the Director and Board of Management for the planning and delivery of activities of the Hub, and provide reports and presentations on activities as required
- Drive the engagement with a wide range of stakeholders to develop an annual work plan to ensure innovative outcomes whilst meeting contractual obligations and alignment with the needs and priorities of end-users
- Respond to requests from the Minister or Department to provide advice and/or information, and represent the Hub in regular meetings with the Department and the Knowledge Brokers from all Hubs developing a community of practice
- Identify, connect and negotiate with individuals and organisations that align with the Hub's activities and who may be able to contribute or benefit from participation
- Coordinate the activities of the knowledge broker network (additional staffing resources provided by Hub Partners) ensuring that priorities and concerns of stakeholders are identified and fed into the program activities and knowledge is shared across the network
- Oversee the collection and analysis of existing research outputs and their translation into practices ready for adoption
- Initiate science communication products, helping to translate technical research into usable information for dissemination by the Hub, addressing regional knowledge priorities
- Support the development of a collaborative culture within the Hub which is intellectually challenging and stimulating and focused upon the achievement of the annual work program;
- Contribute to the effective management and operation of the Hub in delivery of its program of work, ensuring compliance with relevant legislation and University policy in relation to workplace health and safety, risk management, and line management of staff employed in the Hub
- Oversee a network of knowledge brokers working in collaboration with partner organisations to identify gaps in, and opportunities for improved social, environmental and economic resilience of producers and regional communities
- Deputise for the Director as required, and represent the Hub at meetings and forums
- Other duties appropriate to the classification as required



Role-specific capabilities

Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Listen closely	Dig deep to understand others, using self-insight to build team spirit and recognise efforts.
Influence	Create compelling arguments to persuade others and promote ideas that add strategic value.
Analyse	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



Selection criteria

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

Essential

- A. Relevant Postgraduate Degree in agricultural science and extensive relevant experience and expertise; or experience and expertise in the management of significant human and material resources; or experience and expertise in the provision of strategic policy advice affecting the direction of the University; or an equivalent level of knowledge gained through any other combination of relevant education, training and experience.
- B. Experience and expertise in the management of people and projects within an agricultural research or extension context.
- C. Proven leadership ability and ability to work collaboratively, influence outcomes and resolve complex issues.
- D. Experience in the conceptualisation, development, review and accountability for significant programs of work.
- E. Strong communication and leadership skills underpinned by industry knowledge and connections to facilitate collaborative and collegial outcomes.
- F. Strong knowledge and understanding of co-design and participatory research, project and risk management, research translation and adoption in the context of Agricultural innovation.

