

## DRAFT POSITION OVERVIEW

### Chief Executive Officer (CEO) Blue Economy CRC-Co Ltd

#### Organisational Context:

The Blue Economy Cooperative Research Centre was announced in Round 20 of the Commonwealth Government's CRC program and the Blue Economy CRC-Co Ltd was incorporated in July 2019. The Centre will be funded by Government, research institute and industry partners through to June 2029. With more than 40 participants from around the globe, its activities will be both national and international in extent. This industry led initiative will be supported by an investment worth more than \$258m from its 40+ participants and \$70m from the Australian Government CRC program. It will be headquartered in Launceston at the Australian Maritime College.

The Blue Economy CRC will deliver innovation for a marine nation by growing Australia's production of sustainable seafood and offshore renewable energy. The CRC will support a research community including 50 PhD students and 50 post-doctoral research fellows.

The Blue Economy CRC's offshore research will focus on five streams: offshore engineering and technology; seafood and marine products; marine renewable energy; environment and ecosystems; and governance, policy, business development and communication. These five streams are led by prominent researchers with established international reputations and demonstrated capability to collaborate, cooperate and manage complex, industry-focused research projects. Researchers from leading global centres of academic excellence in the blue economy bring a range of multi-disciplinary skills to the Blue Economy CRC.

#### Role Purpose:

Reporting to the Chairperson and Board, the primary function of the CEO, under guidelines set by and under the supervision of the CRC Board of Directors, is to provide leadership across the CRC enterprise to achieve its goals by ensuring that the CRC:

- Conducts high quality research which underpins its objectives and outputs
- Employs effective governance structures
- Adopts strategies to promote innovation and its uptake
- Manages commercialisation opportunities to maximise the CRC's economic impact
- Facilitates a harmonious, safe and productive working environment
- Uses robust, transparent and accountable processes for resource management
- Meets all its material obligations under the CRC's major agreements

#### Relationships:

The CEO has a responsibility to maintain strong productive professional relationships with

Internal	External
Chair, Board members & Board committee members	Government representatives
CRC Management Team	Suppliers (e.g. media agencies, accountants)
CRC employees, professional staff & scientists	CRC's clients & partners
Participants & company member representatives	Strategic scientific collaborators

Key Accountabilities:	Indicative Key Performance Indicators
<p>1. Manage all aspects of the CRC's business and demonstrate and maintain the CRC's values of excellence, innovation and independence</p>	<ul style="list-style-type: none"> <li>▪ Board agrees strategic and operational plans are achieved and delivered.</li> <li>▪ Advice to Board is timely, thorough, well researched and contributes to positioning Blue Economy CRC's leadership</li> <li>▪ An excellent and high impact research program (equivalent to "excellent performance" on a suite of ERA-derived indicators) is delivered</li> <li>▪ Board confirms research programs are on track to deliver market and policy innovations by Blue Economy CRC partners</li> <li>▪ Board and partners agree an innovative and entrepreneurial environment for the commercialisation of research is evident</li> <li>▪ Board confirms education and skills enhancement program for relevant industries is on track</li> </ul>
<p>2. Provide leadership across the CRC enterprise including our scientific, professional and other staff</p>	<ul style="list-style-type: none"> <li>▪ Surveys indicate staff are aligned, inspired and motivated to deliver Blue Economy CRC programs and priorities</li> <li>▪ A comprehensive research training program is offered in conjunction with partner universities for the 50 PhD students and 50 postdoctoral researchers</li> <li>▪ Education program encompasses the needs of all partners</li> </ul>
<p>3. Develop and maintain relationships with strategic individuals, groups, organisations and the relevant Commonwealth representative that will further the achievement of the CRC's goals.</p>	<ul style="list-style-type: none"> <li>▪ Blue Economy CRC's profile is promoted through regular engagement with key groups and organisations outside the participants.</li> <li>▪ High impact and returns are secured for Blue Economy CRC through successful utilisation of research and resources including commercialisation of intellectual property, license portfolios and contribution to public policy,</li> <li>▪</li> </ul>
<p>4. Effectively manage the human, financial and other resources of the CRC in accordance with Board directions and contemporary standards of best practice</p>	<ul style="list-style-type: none"> <li>▪ Recruitment and development of staff, including joint development of staff seconded to Blue Economy CRC from its partners, is achieved and measured</li> <li>▪ Staff confirm a culture that recognises the importance of adhering to Blue Economy CRC's WHS policies, programs and practices</li> <li>▪ Board assesses the organisation is in a strong financial position, plans and outcomes are achieved and programs are tracking well</li> </ul>

Key Accountabilities:	Indicative Key Performance Indicators
5. Ensure compliance with statutory obligations including the CRC Program requirements and the Grant Agreement	<ul style="list-style-type: none"> <li>▪ Blue Economy CRC complies and operates in accordance with statutory, regulatory and legal requirements including finance and risk, research ethics, intellectual property, human resources, and workplace safety</li> <li>▪ Issues are raised for resolution with the Board in a timely manner</li> <li>▪ Blue Economy CRC’s reputation and assets remain viable and protected</li> </ul>
6. Advise and keep the Board informed on governance, CRC performance, risk and other relevant matters	<ul style="list-style-type: none"> <li>▪ Board is satisfied that it is kept informed about priorities, governance, CRC performance and risk</li> <li>▪ 100% compliance with Risk Management framework; breaches notified to the Board</li> <li>▪ Governance and risk management practices are assessed as amongst CRC best practice</li> </ul>
7. Develop and implement the CRC’s communication plans and authorise public statements on behalf of the CRC and be one of its key spokespeople.	<ul style="list-style-type: none"> <li>▪ CRC’s communication plans are developed and implemented</li> <li>▪ Board assess that the CEO has effectively managed the the CRC’s media, public relations, marketing and promotional activities to all stakeholders</li> <li>▪ Communication is enhanced with key external stakeholders in all practical opportunities</li> <li>▪ Public statements are authorised on behalf of the CRC and CEO is one of the CRC’s key spokespeople</li> <li>▪ Quality and impact of reports and presentations on target audience(s) confirmed</li> <li>▪ Engagement and quality of exchanges are evident in nominated relationships</li> </ul>
8. Identify opportunities, develop and implement business development strategies aligned with the CRC’s vision	<ul style="list-style-type: none"> <li>▪ Board confirms growth initiatives are appropriate, effectively developed, targeted and communicated</li> <li>▪ Blue Economy CRC is viewed positively by key stakeholders both within and outside the CRC</li> <li>▪ Blue Economy CRC’s skills, capabilities and intellectual property are strongly promoted to potential clients and funders</li> </ul>
9. Be responsible for ensuring proper management and protection of Background IP and Centre IP	<ul style="list-style-type: none"> <li>▪ Board assesses management and protection of background IP and Centre IP is appropriate</li> <li>▪ Board consider development and registration of additional Intellectual Property rights protection, utilisation, and performance against projects is well managed</li> <li>▪ No infringement actions received</li> </ul>

### Experience & Knowledge

#### *Essential*

- Significant and relevant experience in executive leadership, preferably in scientific leadership and/or the scientific resources management business environment
- Experience working with the public and private sectors, particularly in relation to research, funding and utilisation of research results
- Tertiary qualifications at a postgraduate level in a related area of science and/or management

#### *Desirable*

- Doctoral degree in an area relevant to the centre and more than 10 years related experience
- Involvement in industry innovation and commercialisation
- Experience managing IP issues

### Key Competencies

- leadership capability in building effective team environments and fostering excellence, innovation and initiative in others
- High level judgement and decision-making skills supported by strategic rigor and analytic skills
- Ability to develop effective and enduring relationships across a wide range of commercial, research and government stakeholders
- Ability to balance short and long-term priorities and work under pressure
- Ability to present with confidence, drawing on high level written and oral communication skills

### Personal Attributes

- Empathy, honesty and integrity, with relationships based on trust
- Strong interpersonal and relationship building skills
- Resilience with outcomes focus
- Navigates ambiguity and remains calm in high intensity situations
- Intellectual curiosity, a commitment to ongoing learning and development, and places high value on diversity

## HOW TO APPLY

To submit an application for this role, please provide the following information:

1. A cover letter (up to two pages) highlighting your motivation and suitability for the role (NB: A detailed response to the key competencies is not required);
2. A current CV;
3. your notice period;
4. names of two referees, together with a brief statement of the capacity in which they have known you (We will not contact your referees without your express permission); and
5. An indication of the earliest date you could commence in the role

Please submit your application by Sunday 13 October 2019 to [Ruth.hayes@felixconsulting.com.au](mailto:Ruth.hayes@felixconsulting.com.au)

## ANTICIPATED TIMEFRAME IN SELECTION PROCESS

Closing date for applications – Sunday 13 October 2019

Longlisting of candidates for preliminary interviews – Week beginning 14 October 2019

Preliminary interviews – Week beginning 21 October 2019

Shortlisting of candidates – Week beginning 28 October 2019

Panel interviews – Week beginning 4 November 2019

Reference/Qualification/Employment Checks – Week beginning 11 November 2019

Candidates will be updated on their status at key points of the recruitment project.

## USEFUL LINKS

Website: <https://blueeconomycrc.com.au>

Stage 1 Expression of Interest:

[https://docs.wixstatic.com/ugd/1efdfd\\_f3b12f24aa0242f189fbd57f7d270618.pdf](https://docs.wixstatic.com/ugd/1efdfd_f3b12f24aa0242f189fbd57f7d270618.pdf)

## FURTHER INFORMATION

Felix Consulting is assisting the Blue Economy CRC with the appointment of the CEO. Please contact Ruth Hayes on

02 8920 9844 or [ruth.hayes@felixconsulting.com.au](mailto:ruth.hayes@felixconsulting.com.au) or Catherine Rowley on 0411 155177 or [Catherine.rowley@felixconsulting.com.au](mailto:Catherine.rowley@felixconsulting.com.au).