

Role description

General information

Title:	General Manager, Operations and Research Support			Classification:	SS/SM2
Division:	SARDI	Branch:	Research Support		Business unit: Research Support Directorate
Type of appointment:	Ongoing	Hours of duty:	37.5 per week	Location :	Waite Campus

About us

South Australia is internationally recognised for the quality of its agriculture, food and wine. Our regions are the backbone of our state and the economic powerhouse that drives prosperity for all South Australians. The Department of Primary Industries and Regions (PIRSA) is a key economic development agency working in partnership with our primary industries, regional stakeholders and across all levels of government to advance the prosperity and sustainability of South Australia's primary industries and regional communities.

We are a passionate team of around 800 people working across metropolitan and regional South Australia to develop and protect our state's regions and food, wine, aquaculture, fisheries, forestry, grains, livestock, dairy and horticulture industries.

Purpose

The General Manager, Operations and Research Support provides visionary and strategic leadership of SARDI's Research Support Branch, ensuring it has the capability, infrastructure, governance, partnerships and business systems required to deliver world-class research, innovation and industry engagement. The role sets the strategic direction for research support services, fostering a culture of excellence, innovation and continuous improvement that enhances organisational performance, strengthens commercial sustainability, and maximises the impact of research outcomes.

Reporting to the Executive Director, SARDI, and as a member of the SARDI Senior Leadership Team, the General Manager leads one of the Institute's four strategic branches. The position drives organisational capability through leadership of research infrastructure, research farms, business development, commercialisation, research partnerships and operational support, positioning SARDI to anticipate and respond to emerging opportunities and challenges in a rapidly evolving research environment. The role influences policy, strategy and decision-making at the highest levels, serving as SARDI's trusted expert and strategic adviser on matters of critical significance, while building enduring partnerships that deliver lasting economic, environmental and social outcomes for South Australia.

Key accountabilities

- Lead the strategic direction and performance of the Research Support Branch as a member of the SARDI Senior Leadership Team.
- Provides leadership and oversight of complex, cross-functional and multidisciplinary programs, driving the delivery of strategically significant outcomes across and within agencies.
- Provide influential leadership across SARDI, fostering a high-performing, innovative, accountable and customer-focused culture.
- Enable research excellence through contemporary infrastructure, governance, business services and operational capability.
- Develop and implement long-term strategic, business and operational plans that position SARDI for sustainable growth, organisational performance and research excellence.
- Manage SARDI's research infrastructure, research farms, and specialist facilities to maximise value, support research priorities and deliver commercial and operational outcomes
- Ensure sound governance, financial management, risk management and compliance across the Division.
- Build productive relationships and champion collaboration across the department, government, industry and the research sector to deliver strategic outcomes.
- Lead the strategic growth of fee-for-service activities, research farm enterprises and commercial services to strengthen SARDI's research capability and long-term sustainability.
- Provide expert strategic advice and direct support to the Executive Director, SARDI in

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- Develop and maintain strategic partnerships, business opportunities and commercial initiatives that strengthen SARDI's capability and sustainability.
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delivering agency-wide research priorities, organisational objectives and government outcomes.

Key deliverables / results

- Research support services are responsive, integrated and aligned with SARDI's strategic research priorities.
- Research infrastructure, research farms and specialist facilities are effectively managed, financially sustainable and fit for purpose.
- Ensures Fee-for-service activities, research farm enterprises and commercial services achieve agreed revenue and performance targets, and regularly monitor against KPI's
- Strategic partnerships and business development activities increase research investment, collaboration and industry engagement.
- Identify and pursue strategic investment, funding and partnership opportunities that enhance research capability, infrastructure and organisational outcomes.

- Governance, financial management, risk management and compliance frameworks support effective organisational performance.
- High-quality strategic advice informs executive decision-making and organisational planning.
- A high-performing, customer-focused and collaborative culture is fostered across the Research Support Branch.
- Productive relationships are forged and maintained with government, industry, universities and research organisations strengthen SARDI's reputation and impact.
- Develop workforce capability through effective leadership, talent management, succession planning and workforce development strategies.

Relationships

- Role reports to the Executive Director, SARDI.
- Establishes and maintains strong and efficient networks and working relationships with key staff and stakeholders internal and external to government including the Research Directors, other PIRSA Executives, external funding bodies and university partners.
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- Builds and maintains key external relationships with other state government agencies and authorities, including Commonwealth and Local Governments, Regions, and other jurisdictions
- Liaises with Corporate Services division including Facilities and Infrastructure, Finance, WHS, ICT and People and Culture.
- Represents PIRSA and SARDI on governance committees, working groups and external committees including the University of Adelaide Strategic Research Alliance Governing Committee

Requirements

- Possession of a current driver's license and willingness to drive.
- Out of hours work and inter / intrastate travel may be required.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).
- You acknowledge your work, health and safety obligations and our expectations when [applying for a role](#).
- Demonstrate a commitment to creating and maintaining an organisational culture committed to providing our culturally diverse workforce with a supportive network, where individual differences and perspectives are highly valued and embraced regardless of race, gender, gender identity or expression, sexual orientation, disability, or age. In particular, show support for the inclusion of Aboriginal and Torres Strait Islander people, champion gender equity and support other underrepresented groups.

Qualifications

- Essential: Nil
- Desirable: Relevant tertiary qualifications in business, commerce, management, or equivalent are highly desirable.

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- The incumbent will be required to undertake emergency management training and must be willing to participate in emergency preparedness, response and recovery activities required by government agencies.

Capabilities

Capability [maximum 4]	Behaviours
Professional and Technical Knowledge	- Demonstrates extensive expertise and knowledge of research management, governance, commercial business practices, financial management and organisational performance within a complex research environment. - Demonstrates sound knowledge of research farm systems, research infrastructure management, and asset stewardship to support scientific capability and sustainable business outcomes. - Applies expertise in business development, commercialisation, strategic partnerships and research contracts to strengthen SARDI's capability and long-term sustainability. - Provides authoritative strategic advice to support executive decision-making, investment planning and organisational performance. - Maintains a contemporary understanding of government policy, research funding, primary industries and emerging trends influencing SARDI and its stakeholders. - Develops and implements contemporary governance, business and operational frameworks that improve organisational capability, service delivery and research outcomes. - Demonstrates the capability to lead, research, develop innovative, high-impact programs, navigating complex and evolving challenges where solutions require new approaches and strategic thinking.
Strategic Focus Maintains clear sense of strategic direction within national, state and local political contexts; persistently builds and sustains momentum and direction in an environment of ongoing change.	- Demonstrates the ability to convert strategic direction into practical implementation plans, aligning resources, priorities and activities to achieve objectives. Sets organisational priorities by discriminating between important and essential activities - Leads teams through fundamental organisational challenges, applying strategic thinking and innovation to achieve outcomes beyond traditional boundaries.
Business and Commercial Acumen Has high level knowledge of and expertise in commercial practices; professional and clear about own role in relation to the market; knows how to operate successfully in a commercial environment; creates and promotes an environment in which PIRSA is credible and achieves its business goals	- Identifies, develops and pursues opportunities to strengthen fee-for-service activities, research farm enterprises and commercial partnerships. - Applies sound financial and business acumen principles to optimise organisational performance and resource utilisation. - Balances commercial opportunities with research priorities and public sector responsibilities, with sound governance structures
Relationship Building & Maintaining Generates genuine partnerships, interacts confidently and employs astute perception	Encourages a positive, supportive workplace where team members work together and contribute to each other's success.. Builds positive, genuine relationships in which to create shared frameworks and understandings

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with strong listening and questioning skills in complex or unfamiliar situations; able to relate to and communicate with people from diverse 'cultures', locations and ages

- Comfortable with personal and formal power, skillfully handling issues of power and rank in relationship

HRMS no.:	A789131	ANZCO Code:	111211	Objective ID:	
Delegate approval:	Executive Director, SARDI			Date:	
Approved and classified by People and Culture:	Manager HR Operations				