



# Chief Researcher

Position description and information pack



## Role Purpose

The Chief Researcher is a strategic senior leadership position responsible for the management of BZE's research, industry engagement and advocacy.

Reporting to the CEO and as a member of the Senior Leadership Team, you will play a critical role in expanding our research function and implementing our multi year National Action Plan through delivering and overseeing various programs of work.

Working with a range of stakeholders across industry, government and regulators, you will bring to life BZE's research to drive real world industry action, translating their needs into policy outcomes to support Australia's advancement to a prosperous zero-emissions future.

Providing proactive and engaging leadership to a team of experienced and deeply passionate employees consisting of Researchers, Project Managers, Policy Officers and Technical Volunteers; you will be the glue that keeps the team on track and focused on how we can make the most of our efforts.

This position is an ongoing full time position with location open to anywhere in Australia.

## Our Vision

A prosperous zero-emissions Australia.

## Our Values

- **Courage and conviction:** We will be bold and innovative and we will have the courage to propose the climate actions needed to address the serious crisis humanity faces
- **Independence:** Our research is factual, independent and free from political and corporate influence.
- **Honesty and openness:** We are accountable and open in our communication
- **Respect:** We respect and value a diversity of opinion and viewpoints
- **Collaboration:** We work with many people and organisations throughout the community towards our common goal
- **Sustaining our people:** We are resilient and passionate and recognise the importance of people's well being. We celebrate our successes, and continue to learn together.



## About Beyond Zero Emissions and how we create impact

At BZE, we don't just produce research—we **drive change**. Our work is designed to influence the decision-makers who can turn big ideas into real-world action: industry leaders, investors, policymakers, and regional communities. We have twice been recognised by global experts, Giving Green, as one of Australia's most effective organisations combating climate change.

Our **Playbook** turns ambitious research into results:

1. **Nationally coordinated action** – Our research defines the sequence of actions needed to cut emissions at speed and scale, ensuring investment and policy decisions are made in the right order and in the right places.
2. **Changing policy and industry practices** – We work with business networks, industry groups, and aligned advocacy organisations to **unblock barriers** and **fast-track the implementation of solutions**.
3. **Inspiring action through leadership and storytelling** – We connect with leaders in key locations, highlight success stories, and create a media drumbeat that makes climate solutions **impossible to ignore**.
4. **Holding industry and government to account** – We track progress, showcase best practices, and challenge business-as-usual approaches to ensure Australia meets its climate commitments.
5. **Building a movement of expert advocates** – Our unique volunteer-powered model engages thousands of specialists to contribute their expertise, helping to shape national policy and industry action.

We believe that **the right research, at the right time, in the right hands can transform industries, economies, and communities**.

To read more about BZE's strategy visit: [www.bze.org.au/pages/strategic-plans-annual-reports](http://www.bze.org.au/pages/strategic-plans-annual-reports)

Read Giving Green's independent review and recommendation here: [www.givinggreen.earth/au-policy-change-research/beyond-zero-emissions:-recommendation](http://www.givinggreen.earth/au-policy-change-research/beyond-zero-emissions:-recommendation)



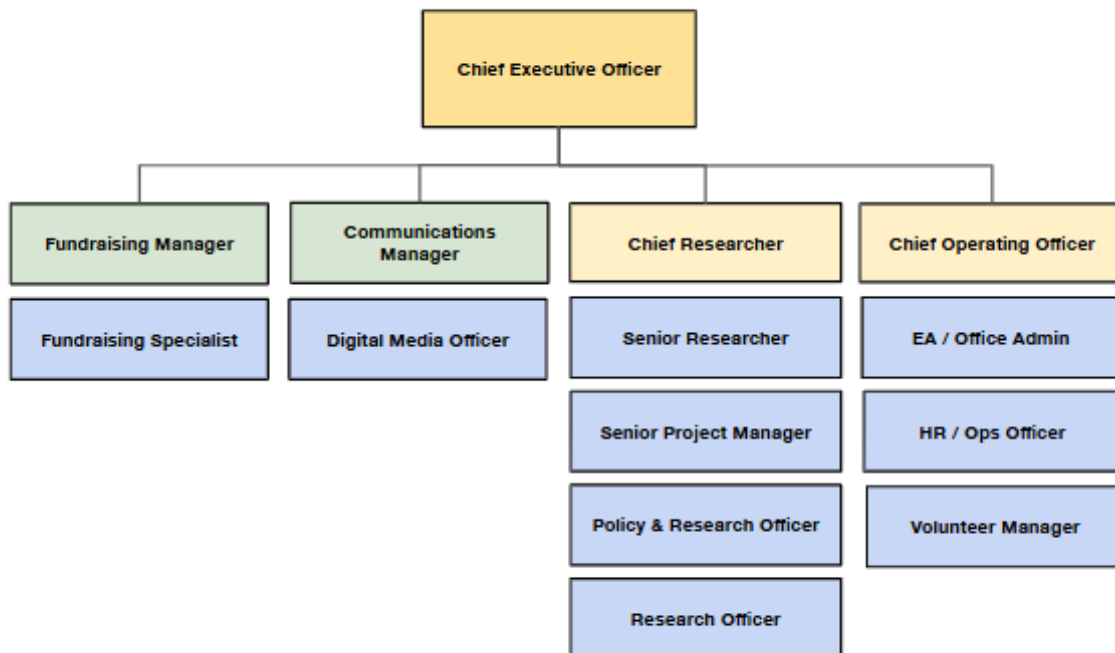
## Our Structure

BZE is a charity registered with the Australian Charities and Not-for-profits Commission (ACNC). BZE is governed by a volunteer board of directors elected from the BZE membership.

The Board is responsible for the overall governance, management and strategic direction of BZE and for delivering accountable corporate performance in accordance with BZE's goals and objectives. The Board has one employee: the CEO.

Our board member bios are available on our [website](#) including LinkedIn details to connect.

BZE's organisational structure is split by function: Fundraising, Communications, Strategy/Research, and Operations



Our employees are a passionate and curious group of individuals. Their details are also available on our [website](#).



## What we're looking for

**Empowering leader:** someone who loves working with passionate and smart people to help them thrive at work

**Cross-sector experience:** a mix of industry, policy, and strategic leadership.

**Strong industry networks:** an ability to build trust and collaborate across sectors.

**Policy and regulatory understanding:** can frame industry needs into actionable policy solutions.

**Practical, big-picture strategist:** understands national trends and on-the-ground implementation challenges.

**Sense maker:** who simplify complexity and deliver engaging and impactful messages to various audiences across industry, Senate, technical and regional forums.

**Non-partisan advocate:** able to engage senior decision-makers of all political persuasions.

**Results-driven mindset:** skilled at breaking down big goals into tangible, high-impact actions, knowing when to push forward, when to pivot, and when to drop low-value activities.

**Adaptable and flexible:** prioritises timely outcomes and can adjust to shifting goal posts to design impactful projects within timeline and budget.

## Key Responsibilities

### Research and Impact

1. Lead the identification, design and management of impactful research projects that align with BZE's strategic work plan
  - capture and operationalise research needed for BZE's National Action plan.
  - monitor and track our impact on external policy and industry activities relevant to organisational goals.



2. Revitalise our engineering-led approach to climate solutions, including establishing new processes to track industry-led decarbonisation, showcasing implementation successes and bottlenecks, and monitoring national coordination.
3. Create, implement and ensure ongoing use of research-specific tools and templates.
4. Undertake research that shows how to remove barriers for industry action ensuring a translation of industry needs into policy outcomes.
5. Oversee individual team members writing up research and policy findings for publication.
6. Ensure projects engage volunteer expert contributions to the design, delivery and review of projects.

#### **Industry engagement:**

1. Lead the development of our engagement strategies based on current policy, industry and environmental context with a focus on evidence-based decision-making and practical implementation.
2. Represent BZE in various public and political forums and equip your team to do the same.
3. Maintain positive, productive and collaborative relationships with critical stakeholders across industry, regulators, academia, NGOs and government

#### **Leadership and Team management:**

1. Day to day management of the team, empowering direct reports to achieve their goals.
2. Management and engagement of various technical volunteers.
3. Key focus on creating a positive culture, healthy work practices and a thriving organisation.
4. Member of the Senior Leadership Team actively working together to achieve BZE objectives.
5. Work with colleagues across BZE to ensure they have all relevant project information required for ongoing operational, communication and fundraising activities.
6. Actively role model and live the BZE values.

#### **Operations:**

1. Input to weekly, monthly, and quarterly reporting, acquittals and annual reporting.
2. Project scoping as input to funding applications and proposals.



3. Participation in BZE board meetings, board sub-committee and funder meetings as required.
4. Representing BZE on behalf of the CEO on request at events and external engagement.
5. Support the CEO and Head of Operations with governance, reporting, policy and procedure compliance to mitigate organisational risk.
6. Annual planning and budget inputs.

## Key Selection Criteria

### **Experience and Qualifications:**

1. Relevant qualification coupled with extensive senior leadership experience in managing collaborative teams to deliver various projects and outputs on time.
2. Strong background in relevant cleantech and renewable energy policy and practices in business, industry and/or government.
3. Knowledge of clean technologies including how key technologies work and where they can be implemented.

### **Leadership and engagement:**

1. Proven ability to create a high-performance culture that motivates, empowers and develops a strategic, effective, and resilient team.
2. Experience in equipping a team to operate autonomously and adaptively.
3. Demonstrated ability to work with diverse stakeholders across business, government, and civil society; with a non-partisan, solutions oriented approach.
4. Experience in navigating complex stakeholder environments and influencing policy without being perceived as politically aligned.
5. Proven ability to read the room, build trust, and navigate complex stakeholder dynamics, skilled at balancing assertiveness with diplomacy to get things done.

### **Technical expertise:**

1. Extensive experience in bridging industry and policy discussions, ensuring mutual understanding and action, and cross sector collaboration.
2. Proven ability to work across political cycles and engage constructively with decision-makers from different backgrounds.



3. Familiarity with working in politically sensitive contexts while maintaining an independent, pragmatic stance.
4. Strong industry knowledge and ability to translate technical and business needs into policy solutions.
5. Extensive experience delivering real-world projects or policy outcomes.

**Personal Attributes:**

1. Commitment to Beyond Zero Emissions' vision and purpose together with an understanding of, or keen interest in, climate science and Australia's transition towards zero-emissions.
2. Natural leader who is also a team player; committed to contributing to a positive team culture and actively working towards the goals of our strategic plan.

## Our benefits

1. An exciting and supportive work environment to help bring out your best. You'll be joining a focused and friendly team who celebrate each other's achievements.
2. Flexible work arrangements to help balance your work and life.
3. Enjoy five weeks of paid annual leave, including extended office closure over the end of year public holiday cluster.
4. Three days of paid Professional Development Leave each year, and two days of paid Volunteer Leave per year, including support to find an opportunity that suits your interests and builds your understanding of volunteering.
5. Free and confidential Employee Assistance Program to support wellbeing.

## How to apply

Applications must be submitted through the BZE Careers page, addressed to Heidi Lee, CEO and include:

- An up to date resume
- Cover letter detailing your interest in the position





- Brief response to key selection criteria.

Applications are currently open and close **27 April 2025**.

If you have any questions, please reach out to Amanda Devine HR Officer via [amanda.devine@bze.org.au](mailto:amanda.devine@bze.org.au)

***Beyond Zero Emissions is committed to creating a diverse and inclusive workplace and encourage applicants from all backgrounds, including Indigenous and Torres Strait Islander people, LGBTQIA+ individuals, people from diverse cultural and linguistic backgrounds, and people living with disability.***