



## Position Overview

Position Title	Manager Commercial Delivery
Business Unit	Sustainable Infrastructure Solutions
Remuneration Type	Total Rewards
Reports to	Executive Manager, Sustainable Infrastructure Solutions
Direct Reports (role)	4
Location (s)	Flexibility exists to be based at any of four locations on the Sunshine Coast or Moreton Bay
Success Profile	6.1 Executive Leadership (Branch Manager & ELT) Role Success Profile
Delegation Level	Level 3

## Our Values



### INNOVATION

We seek new ways of doing things better



### HONESTY AND INTEGRITY

The work we do is always and only in the best interests of our customers, stakeholders, community and the environment



### RELIABILITY

We mean and do what we say



### ONE TEAM

No one succeeds at the expense or exclusion of others



### EFFICIENCY

We don't waste time, money or effort



### SAFETY

We think, walk and talk safety every day



### Behavioural Capabilities



#### **SAFETY**

I work safely, and encourage my team members to do the same



#### **AGILITY**

I seek new and better ways of doing things



#### **CUSTOMER CARE**

I consider how customers are affected by my work



#### **COLLABORATION**

I am a team player – we are better together



#### **ACCOUNTABILITY**

I mean and do what I say

### Leadership Capabilities



#### **Builds Safe Teams**

I empower my team to be safe



#### **Holds Continuous Conversations**

I create space to have regular conversations with my team members



#### **Inspires Purpose**

I connect and guide my team towards our shared goals



#### **Creates Great Team Experiences**

I create an inclusive and engaging workplace

### Position Purpose

The Manager, Commercial Delivery is accountable for providing a strategic approach to the development and delivery of end to end commercial solutions for Sustainable Infrastructure Solutions in the planning for, delivery and management of all assets and infrastructure for Unitywater.

The Commercial Delivery Manager responsible for driving industry best practice on the application of commercial models in capital projects, providing commercial and contractual advice to project managers, negotiating commercial outcomes with a focus on value for money, efficiency and effectiveness.

### Position Accountabilities

Key functions of the role include:

- The position currently has accountability for three key functions: Quality Assurance, Engineering and Contract Management.
- The role has four direct reports: Quality Assurance Team Leader, Principle Design Engineer and Contract Leads.



- Provides leadership for the end to end commercial process, contract management and contract performance management, contractor safety management and contract methodology reviews in order to work with industry and seek the most prudent and efficient outcomes for Unitywater for the delivery of the Capital Plan.
- Lead transformational activities, in conjunction with key stakeholders, to strategically lift capability and implement industry best practice on the application of commercial models and contracting strategies.
- Lead the development of end to end commercial models for capital projects (>\$5M) and/or major projects (>\$5M), and programs through the planning and delivery phase of Unitywater's capital investment cycle.
- Provide detailed commercial and contract advice to project managers to promote a culture of commercial accountability across Sustainable Infrastructure Solutions, and transparency to industry on forward pipeline of work.
- Lead the development and management of contract performance metrics with a focus on clear and integrated targets that drive positive and efficient outcomes.
- Work with key stakeholders to establish strategic partnerships with industry for the design and delivery of Unitywater assets and infrastructure in the most prudent and efficient manner.
- Drive a focus in the team to ensure strong commercial acumen, future risks and industry trends are incorporated into commercial decision making.
- Oversee all commercial contracts for Sustainable Infrastructure Solutions to ensure performance to contract, value for money, contractor safety and contract administration is implemented in accordance with contractual performance requirements.
- Establish clear value for First point of contact between Unitywater and Capital Delivery on issuing of variations for review and consideration for approval. Monitor, report and advise on contract commitments and cumulative contract spend to assist project managers to manage overall project budget.
- Monitor developments in contemporary commercial and contractual practices for capital delivery to ensure Unitywater maintains best practice commercial models in Capital Delivery.
- Provide leadership and technical guidance to key stakeholders regarding the strategic commercial and contract environment.
- Act as Superintendent on major projects and allocate suitable contract management support and superintendent responsibilities for other projects.
- Meet relevant ISO standard
- Support and role model the WH&S policies, procedures, and practices of Unitywater as amended from time to time.
- Participate in Unitywater safety audits and inspections to demonstrate visible safety leadership and participation.
- Such other relevant duties as required from time to time which would generally fall within the skill and knowledge requirements for this position.

## Key Relationships

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Key working relationships internal and external to Unitywater are:

- All Teams within the Sustainable Infrastructure Solutions Business Unit
- Sustainable Infrastructure Solutions Leaders team
- Development Industry
- Participating Councils
- Queensland Government
- Legal and Compliance Branch
- Customer Delivery Business Unit
- Corporate Strategy and Performance Business Unit

## Capability Requirements

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A **mandatory requirement** of this role is:

- Extensive knowledge of commercial and contractual issues facing a large infrastructure business, including construction contracts, contemporary and strategic commercial models used in the delivery of infrastructure growth or renewal programs.
- Extensive experience in the successful negotiation and implementation of simple and complex of commercial arrangements and supporting agreements, including the development of negotiating strategies.
- Extensive experience in managing contractor performance criteria for a large infrastructure organisation, including the management of variations and contractor claims.
- High level of influencing, interpersonal, consultation, relationship building and negotiating skills that build and sustain productive relationships and partnerships with contractors in a capital delivery environment.
- High level of skill in leading and managing a professional team operating in a cultural change and continuous improvement environment.
- High level of conceptual, analytical and problem-solving skills, particularly in relation to critically assessing contractor performance issues and providing commercial and contractual advice to project managers and relevant leadership roles.
- Strong organisational and decision-making skills including demonstrated achievement in effectively planning, organising and co-ordinating a multitude of diverse and complex tasks and projects in an environment experiencing rapid change.
- C Class Driver's Licence.

Within the context of the duties and accountabilities described above, the ideal applicant will be someone who has:



- Graduate or post graduate qualifications in engineering, procurement, legal or related field with extensive experience in managing the commercial and contractual requirements of complex infrastructure projects; or other qualifications and/or experience deemed to be suitable to the role.
- Proven ability to effectively lead a team of people and proactively shape work culture using work processes, symbols and personal leadership behaviour.
- Ability to understand the work flows of the Business Unit, identify where technical, social or commercial processes are inadequate or missing and put in place what is required for the Business Unit to deliver the required outcomes.
- Desire to create a positive, harmonious and supported team culture, where ideas and innovation are encouraged and eagerly explored.