



Job Profile

Commercial Lead

Group: Finance, Commercial & Digital

Job Summary

To be completed by People and Culture team			
Job Family	Finance & Accounting	Career Stage	F
Job Function	Commercial Management	Career Stream	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	13/11/2024
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	Team Size	
People Leader	No	Indirect Team Size	

Who we are.

At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, and exceptional customer experiences.

Sydney Water is the main provider of water, wastewater, recycled water, and stormwater services in Greater Sydney. Our employees are dedicated to our customers, ensuring services are reliable and affordable, we are proactive and easy to engage with, forward-thinking, and environmentally focused.

Working with us means helping to provide essential services, safeguarding Sydney's future with a sustainable water supply, and protecting our iconic waterways. Our strategy guides our journey to enhance customer outcomes and continue delivering robust services to our city into the future.

Job Purpose

Lead commercial projects and Partnerships to develop foster and grow engagement and income generating relationships.



Accountabilities

Job Specific	• Deliver the execution of commercial projects and Partnerships (including partnership valuation, financial modelling, running Due Diligence process), commercialisation of new product lines (together with the Innovation and Product team) to maximise value and minimise risk for Sydney Water. • Identify and facilitate improvement opportunities to deliver better commercial outcomes for Sydney Water. • Collaborate with relevant experts across Sydney Water to develop strategy options for assessment and recommendation for decision making. • Develop robust business cases that maximise value and minimise risks for Sydney water, taking into consideration short-term, medium-term and long-term horizons. • Develop well-structured and easy to understand financial model to assess complex commercial propositions, including regulatory, tax and other business case specific implications as required. • As part of negotiation team, provide commercial support to generate win-win outcomes while protecting Sydney Water interests. • Develop term sheets and contract documents in consultation with the legal team and other critical stakeholders • Understand Sydney Water's corporate strategy, and demonstrate Sydney Water values and behaviours in order to contribute to a positive and productive working environment. • Demonstrate commitment to the Business Development Group vision and objectives and understand your contribution to achieve these. • Participate in team development, planning and co-ordination activities to enable the team to work effectively together. • Maximise opportunities for coaching, training and professional development to continually develop your skills and capabilities. • Contribute to board, committee and executive papers for relevant reporting and decision making. • Exercise astute judgement in managing confidential and sensitive information that has the potential to impact on organisational performance and reputation. • Commit to being Safe & Well Together in meetings such as sharing lessons learned and Safety moments. • Participate in health, safety and wellbeing activities such as wellbeing support activities, incident investigations, safety meetings, safety inductions and safety training. • Exhibit visible safety behaviours to all staff and develop, share and implement a personal safety action plan. • Support staff wellness and resilience during a time of significant technological and process change. • Support the safety and security of the workplace. • Support the safety of all staff and contractors. • Participants in ongoing process and system improvements to support and improve business efficiently and risk management, and staff work environment.
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Role Requirements

Education / Qualifications

Required	Degree qualification in Accounting, Finance (Corporate Finance), Applied Finance, Business, Economics, Science or experience deemed equivalent supported by a relevant post graduate qualification.
Desired	

Certifications / Licences

Required	
Desired	

Experience

Required	- Ability to engage collaboratively with all stakeholders and influence key decision makers across the organisation including senior stakeholder management to achieve significant results and outcomes. - Strong lateral thinking and hypothesis-based problem-solving skills (develop, test, refine and draw conclusions). - Demonstrated ability to breakdown complex problems, review individual parts and analyse holistically. - Draws on and synthesizes analysis to identify options and take actions that align to SWs short and long term objectives. - Builds business understanding and knowledge to provide meaningful, actionable and timely insights to business leaders; communicates opportunities and risk to achieving business strategy. - Prepare and model complex financial analysis (NPV, discounted cashflow, investment appraisal etc.). Leveraged finance skillset desirable. - Demonstrates an ability to develop innovative products / services with clear value propositions for customers and commercial propositions for the development organisation. - Demonstrates an understanding of the financial and commercial drivers impacting projects / business cases and leverages this knowledge to optimise commercial outcomes. - Self-starter in nature capable of setting own goals, align them with team / organisation goals, and drive business outcomes in alignment to these goals. - Clear and concise written and verbal communication. - Strong facilitation and presentation skills.
Desired	



Capabilities and Skills

The capability and skill requirements for this role are identified in the skills profile listed below. This is comprised of Enterprise Capabilities, that are essential for all roles and functional skills, which are specific to each role.

Enterprise Capabilities (F-H)			
Capability	Descriptor		
Accountability	Sets direction and motivates others to hold themselves accountable for achieving goals. Leads by example, collaborates, and sets a high standard for accountability and commitment.		
Agility	Creates team culture to encourage agile ways of thinking and working. Role models flexibility and adaptability in teams/business areas.		
Innovation	Improves or adapts existing methods and processes to achieve greater value. Manages risks, is open to and shares lessons learnt with others.		
Functional Skills			
Skill	Priority	Essential or Desirable	Proficiency level
Market Research	1	Essential	Advanced
Project Management	2	Essential	Intermediate
Complex Problem Solving	3	Essential	Intermediate
Collaboration	4	Essential	Advanced
Stakeholder Management	5	Essential	Intermediate
Solutions Focused	6	Essential	Advanced
Self-Motivation	7	Essential	Advanced
Business Acumen	8	Desirable	Advanced
Analytical Skills	9	Essential	Advanced
Presentations	10	Desirable	Advanced
Proficiency Level Descriptors			
Developing - Building practical experience, needs continued coaching.			
Intermediate - Independent execution, minimal guidance.			
Advanced - Fully independent execution, coaches' others.			
Mastery - Strategic, sought as expert internally and externally.			

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the [Acceptable Use of Information Technology Policy](#) and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorised people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.