



Job Profile

Commercial Manager

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	16/05/2025
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.

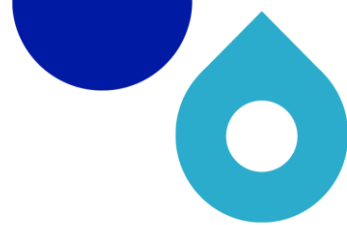
At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, 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 workstreams and partnerships on projects aligned to the organisation's strategic objectives. Drive financial success and strategic growth of the organisation by effectively managing commercial outcomes and fostering strong relationships with clients and stakeholders.



Job Specific	• Lead commercial workstreams and partnerships of projects to enhance the commercial outcomes aligned to Sydney Water's strategic objectives. • Manage and develop financial models (including operating drivers) and presentations to assess complex commercial propositions, including regulatory, tax and other business case specific implications • Identify and facilitate improvement opportunities to deliver better commercial outcomes for Sydney Water. • Develop appropriate commercial and negotiation strategies to address potential risks to support successful commercial outcomes and project delivery. • Collaborate and liaise with key stakeholders both internal and external to Sydney Water to develop strategic options for assessment and provide recommendations for informed decision making. • Develop robust business cases that maximise value and minimise risks for Sydney Water taking into consideration of external factors that could impact Sydney Water's ability to deliver outcomes. • Develop term sheets and contract documents in consultation with the legal team and other critical stakeholders to ensure alignment and support informed decision making. • Contribute to board and executive papers to support decision making.
---------------------	--

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	- A minimum of 8 years of demonstrable track record of success in either Commercial functions of a large complex organisation, Infrastructure Advisory teams of Big 4 or investment banks or Corporate Advisory firms. - Extensive commercial experience in identifying business opportunities, development of commercial strategies, and negotiating commercial arrangements. - Extensive stakeholder management skills with the 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. - Keeps up to date with external factors impacting on a large utility provider's ability to deliver organisational outcomes e.g. political, economic, regulatory and commercial; anticipates and communicates potential impacts of these on internal stakeholders - Demonstrated understanding of the deal transaction processes, due diligence, setting negotiation strategy, project valuation and cash flow modelling - Proven ability to develop financial models including operating drivers, regulatory, and tax implications. - Demonstrates a deep 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. - Excellent written and verbal communication skills, including facilitation and presentation skills. - Actively promotes an innovative and entrepreneurial culture where all ideas are welcomed by encouraging innovation in others; leads and supports others to transform ideas and concepts into actionable plans.
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
Value Propositions	1	Essential	Intermediate
Change Management	2	Essential	Intermediate
Market Research	3	Desirable	Intermediate
Project Management	4	Essential	Advanced
Procurement	5	Desirable	Intermediate
Analytical Skills	6	Essential	Advanced
Self-Motivation	7	Essential	Advanced
Interpersonal Communications	8	Essential	Advanced
Business Acumen	9	Essential	Advanced
Go-to-Market Strategy	10	Desirable	Intermediate
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.			

Additional notes

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.