



Job Profile

Senior Commercial Manager

Group: Finance, Commercial & Digital

Job Summary

To be completed by People and Culture team			
Job Family	Finance & Accounting	Career Stage	G
Job Function	Commercial Management	Career Stream	Leadership
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	16/07/2026
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	Team Size	3 - 5
People Leader	Yes	Indirect Team Size	Up to 10

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

The role leads the commercial strategy, contract management and financial management of the multi-billion dollar nominated major projects portfolio, shaping procurement transaction and driving strategic commercial outcomes while ensuring performance remains within the approved funding/funding envelop. The role is responsible for providing commercial leadership during major project transactions, including developing commercial strategies, advising on key commercial decisions, proactively mitigating commercial risks, and implementing dispute avoidance and resolution strategies throughout project delivery. The role provides

strategic commercial recommendations and briefings to the senior executives on significant commercial matters and drives their timely resolution. The role facilitates effective collaboration across stakeholders by balancing multiple perspectives, reinforcing strategic priorities, building strong relationships, achieving alignment on commercial objectives, and ensuring timely resolution of complex issues

Accountabilities

Job Specific	• The role will lead a specialised team of Contract Managers and Senior Contract Administrators, with team size and composition dependant on the nominated major projects portfolio. • The role will guide and provide commercial expertise across multidisciplinary teams, including procurement, finance, project controls and project delivery professionals, to support achievement of project and organisational objectives. • Act as a single point of contact for all commercial matters under the contract to ensure efficient and effective problem solving. • Develop the commercial function ensuring project is adequately resourced • Provide commercial leadership throughout procurement transactions by developing commercial and contracting strategies, shaping market engagement approaches, leading commercial negotiations, managing commercial risk, and supporting the delivery of value-for-money outcomes. • Oversee the commercial team in administration of contracts across the NEC4 suite • Create alignment and build strong relationships to promote mutual understanding and synergy to ensure all key stakeholders and partners are optimally aligned given the strategic priorities. • Establish processes and ensure smooth operations for the interactions between key stakeholders and delivery contractor. • Develop and manage regular reporting of the contract performance to the executive in line with agreed performance indicators. • Manage NEC4 suite of contracts that is new to Sydney Water and construction supply chain, ensuring an approach consistent with our systems and other major projects in our portfolio. • Drive strategic commercial outcomes by leading the development and management of commercial agreements for Major Projects that balance a range of objectives, namely value for money, on-time delivery, risk management, sound process and efficiency in line with the organisation's policies. Inspires • Communicates a compelling view of Sydney Water's purpose and future state • Helps others understand the importance of their contributions and the difference they make to overall outcomes Leads change • Drives organisational and cultural changes needed to achieve strategic objectives • Encourages and implements new approaches to improve results • Helps others overcome resistance to change Collaborates • Actively creates and promotes cross boundary collaboration to improve business results • Initiates and maintains strategic relationships with stakeholders and business partners • Champions a "One Team" approach
---------------------	--



	<i>Demonstrates Commercial Acumen</i> • Demonstrates understanding of basic business operations and the organisational levers (systems, processes, functions, customers, safety, regulatory model, supply-chain management) that deliver the best business outcome for Sydney Water • Applies rigorous approach to evaluate business plans and processes to identify data or recommendations that need further investigation • Implements action plans to progress opportunities • Demonstrates courage to enable appropriate risk taking for the business and our customers <i>Personally effective</i> • Demonstrates a credible, confident, and professional approach that reassures and earns respect from others, reflecting Sydney Water's Vision, Values and Signature Behaviours. • Demonstrates an awareness of own strengths and development needs • Understands the impact of own behaviour on others • Modifies behaviour to improve results. • Takes an inclusive and constructive approach that gains commitment to ideas and persuades key stakeholders to act • Translates strategic priorities into operational reality • Actively promotes safety and wellness as integral part of all operational plans • Models' high standards, takes ownership to meet or exceed challenging goals • Defines success by measurable achievements and improvements • Incorporates understanding of risk into solutions • Creates an environment (culture) that inspires people to generate innovative solutions with measurable value for customers • Encourages experimentation with new ways to solve work problems • Actively explores opportunities that result in unique and differentiated solutions
--	---



Role Requirements

Education / Qualifications

Required	Relevant degree qualification (e.g. Quantity Surveying, Construction Management, Construction Law, Engineering, Business) or experience deemed equivalent
Desired	Professional MRICS or equivalent qualification

Certifications / Licences

Required	
Desired	NEC4

Experience

Required	15+ years' contract and commercial management experience in construction and infrastructure projects in a large complex organisation, preferably in a similar organisation or industry sector, - Relevant work experience for Tier 1 and Tier 2 contractors in addition to client side - Strong understanding of construction transaction and delivery models, including incentivised target cost model - Demonstrated experience in partnering with the business in effective contract and commercial management strategies - Ability to partner closely with the business while maintaining a degree of functional independence. - Strong interpersonal, leadership and people management experience. - Able to negotiate and influence a varied stakeholder base.
Desired	NEC experience



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
Health And Safety Standards	1	Essential	Advanced
Contract Management	2	Essential	Mastery
Construction Management	3	Essential	Mastery
Project Finance	4	Essential	Mastery
Dispute Resolution	5	Essential	Mastery
Risk Management	6	Essential	Advanced
Cost management	7	Essential	Advanced
Governance	8	Desirable	Mastery
Project Planning	9	Essential	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.			



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.