Position Description
Head of Commercial

Sustainable Timber Tasmania manages Tasmania's public production forest for a vast array of environmental, social and economic values. Managing these forest values respectfully, innovatively and sustainably is at the heart of everything we do. As a Government Business Enterprise, we are committed to sustainably managing the forest estate, sustainably supplying timber and sustainably growing our business. Sustainable Timber Tasmania is proud to be a recognised as a Tasmanian Employer of Choice. Our people are key to the success of the business and we invest in the development of a flexible, diverse, supportive and inspiring workplace.

ORGANISATIONAL CONTEXT

Division:	Corporate Services	**Group:**	Commercial

POSITION PURPOSE

To lead and safeguard Sustainable Timber Tasmania's commercial interests. The role sets the organisation's commercial strategy and supports operations to maintain safe work practices and meet other obligations in delivering the corporate plan.

POSITION DETAILS

Position No.	Reports To	Direct Reports	Location
10506	General Manager Corporate Services (10324)	▪ Business Development Manager (10370) ▪ Domestic Sales Manager (10344) ▪ Contractor Management Specialist (10511) ▪ IST Manager x 2 (03066, 10390) ▪ Administrations & Contracts Officer (10437)	Hobart

Industrial Instrument	Non-EA contract
Broadband Classification	N/A

POSITION ACCOUNTABILITIES

Duties and responsibilities include, but are not limited to the following:

- Provide strategic commercial leadership and trusted advice to the General Manager Corporate Services to manage risk, drive growth and deliver organisational success.
- Contribute to the achievement of the corporate plan by aligning commercial activities with Sustainable Timber Tasmania's strategic and operational objectives.
- Apply commercial expertise, market intelligence and industry insight to identify opportunities that enhance business performance, long-term value and informed decision-making.
- Develop and implement commercial and sales strategies that strengthen Sustainable Timber Tasmania's market position and achieve business objectives.
- Lead commercial initiatives that maximise value from forest products and support sustainable business growth.
- Monitor market conditions, customer requirements and industry trends to inform strategic planning and commercial decision-making.
- Oversee and manage contractual frameworks for forest product sales, procurement and forest operations, negotiating commercial agreements that optimise value, maintain contractor capability and flexibility, minimise risk, and support delivery of Sustainable Timber Tasmania's wood supply obligations

- Build and maintain effective relationships with customers, industry stakeholders and service providers, ensuring contractual commitments are met and representing Sustainable Timber Tasmania in key commercial and industry forums.
- Lead, develop and empower the Commercial team through coaching, mentoring and capability-building initiatives that foster accountability, collaboration and high performance.
- Drive innovation and continuous improvement by developing practical commercial solutions and initiatives that enhance efficiency, customer value and sustainable business performance.

KEY COMMUNICATIONS

- Internally the position communicates with and advises the General Manager Corporate Services, CEO, General Management Team, and Operations Manager. It communicates effectively at all levels across the business to maintain effective and efficient cooperation between Groups and regions.
- Externally the position builds and maintains effective relationships with industry stakeholders, customers and service providers.

QUALIFICATIONS AND EXPERIENCE

Essential

- Tertiary qualifications in commerce, business, economics, finance, law, forestry, supply chain management or another relevant discipline, and/or substantial senior commercial experience in a complex industry environment.
- Demonstrated experience in commercial strategy, contract management, negotiation, sales, customer relationship management and business development.
- Proven leadership experience, including leading teams, influencing stakeholders and delivering commercial outcomes in a regulated or operationally complex environment.

Desirable

- Postgraduate qualifications in business, commerce, management, finance or a related discipline.
- Experience in the forestry, natural resources, primary industries, manufacturing, infrastructure or government business enterprise sectors.

CAPABILITIES – COST CENTRE MANAGER

Leads Business	Strategic Prioritising and Planning	Translates organisational strategy into clear priorities and plans for the business unit to execute.
	Business Acumen	Analysing and integrating a range of financial and business information to generate sound business plans and decisions.
	Operational Decision Making	Systematically seeking, integrating and analysing information, generating alternatives and weighing up ideas as well as consequences to make viable business decisions.
	Customer Focus	Keeping internal and external customers central to business priorities, decision making, processes, and team activities; maximising customer value through measuring and incorporating customer feedback.
Leads People	Coaching and Developing Others	Providing individual feedback, guidance and encouragement to help employees gain insight into their strengths and capability gaps, access appropriate development activities and achieve goals in their current and future roles.
	Guiding Team Success	Establishes team direction, structure, goals and responsibilities to enable the achievement of business goals.

	Innovation	Creating and supporting novel approaches to address challenging environmental, organisational, technical or commercial situations and problems, to drive efficiencies and create customer value.
	Delegating and Empowering Others	Sharing responsibility down through the business unit to grow capability and effectively achieve team objectives.
	Facilitating Change	Encouraging others to improve processes, systems and products; leads change initiatives helping others to overcome resistance and adapt to new ways of working.
Engages Others	Building Partnerships	Proactively builds and maintains collaborative business relationships with people inside and outside (if relevant) of STT to facilitate the effective delivery of business goals.
	Influencing Others	Formulates a persuasive argument to build commitment to an agenda or influence others' commitment to a course of action or plan.
Leads Self	Courage	Proactively addresses difficult situations, advocates for others and takes definitive actions to protect the interest of individuals, the organisation and the environment.
Values	1. Respect – We create safe spaces	
	2. Responsibility – We take ownership	
	3. Growth – We create sustainable value	
	4. Excellence – We make it happen	

CHALLENGES

The main challenges facing the position include:

- Managing and maintaining the supply chain in an ever-changing commercial, environmental and legal landscape to achieve the corporate plan.
- Negotiating and maintaining agreements which meet the needs of the organisation and the expectations of STT's Ministerial Charter.

OTHER REQUIREMENTS

- Complete the annual Performance Development process for self and direct reports
- Achieve and maintain the required skills, certificates and accreditation to perform the requirements of the role
- Comply with and adhere to the organisation's policies and procedures, including the Code of Conduct
- Adhere to duty of care responsibilities to yourself and others under health and safety legislation
- Fire is a big part of STT's operation and all employees are encouraged to participate in bushfire activities. If you choose to be involved in these activities this may include:
- Being available for rostered fire duties on weekends, public holidays and outside normal work hours
- Being physically fit and able to undertake field work in remote forest locations
- Passing the annual fire fighter health evaluation comprising a medical assessment and fitness test
- Holding a current manual driver's licence

ORGANISATION CHART

Corporate Services

