

**Position details**

<b>Title of Position:</b>	Business Development Manager (Contestable)
<b>Reports to (position title):</b>	Head of Business Development
<b>Division:</b>	Strategy
<b>Function:</b>	Business Development
<b>Number of Direct Reports:</b>	Nil
<b>Grade:</b>	8

**Health, Safety & Wellbeing**

*ElectraNet is committed to co-creating a workplace of choice and enriching the communities in which we operate.*

As an industry leader, ElectraNet is at the forefront of the clean energy transition. We are socially and environmentally ambitious, and our continued commitment to developing, operating and maintaining our network in a way that creates opportunities for people and nature to thrive is essential to achieving our vision of energising South Australia's Clean Energy future.

Our commitment also drives our focus to create a physical and psychosocial environment that supports the health, safety and wellbeing of our people.

We all contribute to ElectraNet's workplace culture and have a duty of care to ourselves and one another to work safely, assess and manage risk, courageously speak up and promptly report any unsafe working practices, hazardous working conditions or security threats and to collectively learn and grow from every opportunity.

**Position Overview**

The Business Development Manager leads the proactive development, prioritisation and value accretive pursuit of opportunities that support ElectraNet's strategic growth and commercial objectives. Proactively engaging with the market and collaborating internally, the Business Development Manager will drive the definition of customer requirements, the development of competitive market proposals, the creation of cost-optimised commercial models and the implementation of customer engagement strategies that generate new business and deliver value for ElectraNet. This position will work closely with the Head of Business Development, the New Business Team, the Strategy Division, Delivery Division, the Network Division, the Assurance Division, and other relevant stakeholders.

In addition to having a business development and commercial mindset, the position is a highly networked function that requires significant stakeholder management and an ability to operate at a strategic/tactical level both autonomously and collaboratively with the senior leadership of ElectraNet including the Executive, business unit leaders and functional specialists. The Business Development Manager will represent market sector expertise and more generally support and contribute to the development of the future business growth strategy. In pursuit of growth, the role is expected to work within, influence and challenge ElectraNet's business status quo, applying market knowledge and acumen to shape and influence internal policy, practices and approaches to new or alternative business opportunities.

Success in this role is characterised by an insightful market awareness, valued customer relations, an ability to develop and manage clear and compelling commercial propositions, impactful and influential leadership of new business opportunities, and securing counterparty contracts with customers to position ElectraNet for continued and elevated revenue growth.

## Key Responsibilities

### Strategic Leadership

- Initiate and lead new business opportunities to support the business plan for the Strategy division and the ElectraNet Strategic Plan.
- Serve as a partner and trusted advisor to the Head of Business Development and Executive Strategy; establish and maintain strong relationships with key stakeholders to identify and respond to business needs.
- Successfully assemble, manage and lead office-based and virtual bid teams comprised of a diverse range of functional specialists within the business, consultants and advisors; and ensure the quality and timeliness of relevant inputs.
- Understand and resolve complex strategic, commercial and business issues
- Embrace change and lead teams through change management processes relevant to new business opportunities, models and initiatives to ensure success.
- Lead other Strategy division professionals to develop and manage concepts and CAPEX- or service-based business opportunities, effectively implementing strategy and delivering ElectraNet's evolving business plan;
- Work closely and collaboratively with relevant divisions and teams to achieve success in growing ElectraNet's business.
- Provide clear direction, define success, set behavioural expectations and empower people within bid teams to succeed.
- Provide ongoing, balanced feedback that rewards effort and supports professional development and continuous improvement.
- Inspire, motivate, and engage bid team members to be accountable and achieve best-practice in their respective disciplines.

### Operational & Technical

#### Bid Strategy and Leadership

- Develop, implement, and oversee bid strategies aligned with corporate objectives, regulatory frameworks, and market opportunities.
- Lead multi-disciplinary bid teams through the end-to-end bid lifecycle, ensuring high-quality, competitive submissions.
- Assess commercial, technical, regulatory, and financial considerations to determine optimal bid positioning.
- Drive decision-making processes around bid/no-bid recommendations, risk appetite, and partnership models.

#### Tender Development and Management

- Manage preparation and coordination of expressions of interest (EOIs), requests for proposal (RFPs), and tenders.

- Ensure tender submissions meet client requirements, technical specifications, and compliance obligations.
- Translate complex technical solutions into commercially compelling proposals.
- Oversee document quality, consistency, and accuracy in all pre-contract submissions.

**Commercial and Contractual Analysis**

- Lead pre-contract negotiations with clients, partners, and stakeholders, balancing risk, commercial value, and compliance.
- Undertake detailed analysis of contract terms, pricing models, and performance requirements.
- Interact with Finance, Treasury and Legal teams to field complex questions and lead the commercial and structuring of opportunities, the development of new business models and revenue stream opportunities, ensuring these are supported by appropriate internal governance and business case assessments;
- Provide expert advice on commercial frameworks including EPC, alliance, and service contracts relevant to transmission projects.

**Risk Management and Governance**

- Identify, assess, and mitigate risks associated with bids, partnerships, and pre-contract obligations.
- Ensure alignment with corporate governance, risk, and compliance frameworks.
- Establish robust bid governance processes, including approvals, sign-offs, and escalation pathways.
- Monitor emerging regulatory, policy, and market developments impacting bidding strategies.

**Stakeholder Engagement and Collaboration**

- Build and maintain strong relationships with internal and external stakeholders, including clients, regulators, JV partners, and subcontractors.
- Coordinate inputs from engineering, operations, finance, regulatory, and corporate affairs teams to shape bid responses.
- Represent the business in client forums, industry briefings, and pre-bid engagements.
- Drive collaboration across cross-functional teams to ensure bid alignment with corporate strategy.

**Market and Competitive Intelligence**

- Monitor industry trends, competitor strategies, and regulatory developments influencing market positioning.
- Maintain a database of intelligence on competitors, partners, and supply chain performance.
- Provide insights to executive leadership to inform strategic decision-making and pipeline development.

**Operational Excellence and Continuous Improvement**

- Establish bid planning schedules, resource allocation, and reporting frameworks to ensure timely delivery of submissions.
- Apply structured methodologies and tools for bid management (e.g., bid portals, project management software).
- Conduct post-bid reviews and lessons-learned workshops to drive continuous improvement in bid quality and processes.
- Mentor and coach team members to build organisational capability in pre-contracts and bid management.

- Perform other duties, commensurate with skills and classification level, as requested.

#### Behavioural

- Build and maintain strong working relationships with and between internal and external stakeholders, delivering a high level of customer service.
- Create and develop a respectful workplace environment that values cultural diversity, innovation, open discussion and cross functional collaboration to help drive high performance.
- Lead by example; role model desired behaviour and priorities, demonstrate personal accountability for self-development and for achieving quality and timely result.
- Demonstrate behaviour that is consistent with ElectraNet's values, Code of Conduct and Acceptable Use of Technology Resources Policy while performing the role in a professional and ethical manner.
- Promote safe work practises that support the safety of all workers and the security of ElectraNet's assets, proactively reporting safety incidents, near misses and security threats.

#### Significant Working Relationships

##### Internal:

- Head of Business Development
- Head of Contracted Project Delivery
- Executive Strategy
- Finance, Assurance, Strategy and Network functions

##### External:

- External customers, key stakeholders and suppliers in the Energy sector
- South Australian government department stakeholders (i.e. DEM, Treasury, Infrastructure, ect.)
- Energy Regulatory bodies (i.e. AEMO, AER, ect)
- External Consultants
- Other industry bodies

#### Equipment & Technology Used

- Microsoft Office Suite
- Strong understanding and strategic use of Customer Relationship Management tool
- Economic modelling and reporting tools

#### Selection Criteria

##### Knowledge & Experience

##### Essential

- At least 15 years experience in pre-contracts, commercial or project development related function;
- Proven ability in delivering winning, high-value project or services opportunities;
- Experience of bid management from opportunity identification through to project delivery;
- Proven ability to develop new business and commercial propositions, progressing opportunities from initiation to contract execution stage in collaboration with relevant parts of the business;

- Financially literate with proven commercial skills in the understanding of customer commercial drivers, development of commercial models, commercial negotiation, and contractual considerations;
- Understanding of the project lifecycle including engineering, estimation, procurement, construction and operations;
- Experience leading a corporate or business development opportunity, involving internal stakeholder management and collaboration, demonstrating negotiating and influencing skills in a commercial environment;
- Ability to work with Executives and stakeholders in developing comprehensive short-, medium- and long-term plans, based on available information, insights and market intelligence, with the ability to prioritise;
- Wide-ranging experience in market analysis, business case and proposal development and justification, with strong ability to be able to present at Executive level both internally and with customers;
- Dedicated customer focus and the ability to build effective, sustainable and collaborative relationships with both internal and external stakeholders;
- Demonstrated industry knowledge and market insight in the Australian context, with a good understanding of competitive factors;
- Proven experience in a fully competitive marketplace;
- Proven cross-functional team leadership in office-based and virtual work environments;
- Ability to manage complex, multi-workstream opportunities;
- Proven risk management skills and demonstrated understanding and management of internal governance procedures;
- Exceptional attention to detail and highly developed written communication skills;
- Demonstrated negotiation and conflict resolution skills;
- Ability to effectively manage conflicting priorities and meet deadlines in a fast-paced environment;

**Key Skills & Attributes**

- Strategic thinker with strong commercial and problem-solving capabilities.
- Exceptional stakeholder engagement and influencing skills.
- Excellent written and verbal communication
- Excellent communication and stakeholder management skills
- Ability to work independently and manage competing priorities in a dynamic environment

**Desirable**

- Certified Professional Contracts Manager (CPCM), or Certified Commercial Contracts Manager (CCCM) qualifications
- Training in contract law, commercial negotiations, risk management and advanced training in regulatory compliance and governance frameworks.
- Flexible approach to working hours and after-hours commitments
- Electricity Industry background an advantage

**Qualifications**

- Tertiary qualification in Business, Finance, Engineering, Business, or related discipline

#### Background Checks

- Pre-employment checks, including background and security checks (such as global criminal checks) are required for this position, completed prior to commencement and repeated on a regular basis after appointment.

**NOTE:** Copies of the above listed qualifications/licences/certificates are required as evidence on appointment.

#### Performance Measures

- Successful identification and pursuit of growth opportunities
- Development of commercial models and outcomes that enhance ElectraNet's contestability
- Strong buy-in and support from internal stakeholders to opportunities this role leads
- Achievement of corporate growth objectives