



General Manager, Commercial, Transactions and Procurement

Division	Commercial & Strategy
Reporting to	Executive General Manager, Commercial and Strategy
Classification/Band	SESB1
Location	Sydney, Canberra, Newcastle

Overview of the Authority

The Australian Government is planning a future high speed rail network to connect Brisbane, Sydney, Canberra, Melbourne and regional communities across the east coast of Australia.

The High Speed Rail Authority (the Authority), an independent corporate Commonwealth entity governed by an independent board, is leading the development and delivery of High Speed Rail.

The first part of the National High Speed Rail , will connect Newcastle to Sydney on a dedicated new railway using trains travelling up to 320km/h, and is now in the Development Phase.

High Speed Rail will contribute to a number of key Australian Government priorities, including increased economic productivity, new housing options, regional economic and tourism development and contributing to net zero.

More information about the Authority and our work is available at: www.hsra.gov.au

Primary purpose of the role

The purpose of this role during the Development Phase is to deliver commercial functions that support strategic project delivery and outcomes. This includes owning project-related financing and funding, procurement and transactions, commercial delivery and development, secondary revenue opportunities, and overseeing benefits realisation.

Key Responsibilities

This role will be responsible for:

Funding and Financing

- Assist with the development of the various strategies to finance and fund the project including through private financing, private leasing, creation of a regulated asset base, land value capture initiatives and other funding strategies.
- Assist with opportunities to work across Commonwealth, State and Local Governments to implement the funding and financing strategy.

Procurement and Transactions

- Manage the development and execution of procurement strategies for major project contracts, ensuring alignment with project objectives, timelines, and government frameworks.
- Oversee tender processes, lead contract negotiations, manage transactions to secure value for money and ensure fair and compliant contractor selection.
- Evaluate procurement risks and oversee mitigation strategies to ensure compliance and financial accountability.

Commercial Delivery and Development

- Manage commercial partnerships and joint ventures that support project outcomes and unlock strategic growth opportunities.
- Manage commercial contracts and external resources to ensure alignment with delivery objectives and performance expectations.
- Coordinate internal policies to enable effective commercial delivery, including the use of contingency funds.
- Evaluate commercial risks across agreements to ensure appropriate allocation and long-term viability.

Benefits Realisation

- Collaborate with GM, Strategy, Sponsor and Governance to support the implementation of revenue strategies including demand uptake, fare structures and commercial revenue initiatives.

Secondary Revenue and Retail

- Develop strategies for ancillary revenue generation, including property joint ventures, retail partnerships, lease negotiations and other revenue streams.
- Manage commercial arrangements with retail tenants and operators to optimise profitability.
- Identify and drive property development opportunities to support revenue generation.

Leadership (expectations as a leader at the Authority):

- Coordinate across teams to align with the Authority's objectives and foster a culture of shared accountability and mutual support.
- Translate strategic priorities into clear, actionable plans, adjusting team focus and resources as project needs evolve.
- Represent the Authority's values and priorities in stakeholder interactions, tailoring communication to various audiences.

- Uphold the cross-Authority approach to risk management and embed it into operations and processes.
- Provide functional expertise and guidance at the Executive- or board-level as required.
- Lead teams to deliver on strategic objectives, ensuring alignment with the Executive team's direction.

Knowledge, Experience and Skills

The below table shows the technical and core professional capabilities required for this role, as well as the skills and experience needed to fulfill the relevant capabilities:

Capability	Skills and experience, with the ability to:
Technical Capabilities	
Funding and Financing	• Apply expertise in creating and evaluating options for the public and private financing of mega-projects. • Apply expertise in land value capture related initiatives.
Procurement and Transactions	• Apply expertise in end-to-end procurement processes to manage complex commercial engagements from strategy through to execution. • Interpret and implement Australian Government procurement requirements to ensure compliance and alignment with program objectives. • Evaluate commercial proposals and financial risks to support value-for-money outcomes and informed decision-making.
Commercial Delivery and Development	• Build and maintain commercial partnerships and joint ventures. • Manage contract performance and external resources to secure favourable terms and mitigate risks. • Evaluate and allocate risks across agreements to safeguard long-term program sustainability. • Coordinate internal policies to support commercial flexibility and operational effectiveness.
Benefits Realisation	• Deliver revenue strategies that incorporate demand modelling, pricing, and commercial income streams.
Secondary Revenue and Retail	• Identify and manage opportunities for ancillary revenue generation in retail and property development. • Negotiate lease and partnership terms with commercial tenants to optimise profitability and long-term value.
Core Capabilities as a leader at the Authority	
Stakeholder Engagement	• Engage with diverse stakeholders across and outside the organisation, including local councils, state governments, community units, First Nations communities and local businesses. • Adapt tone and information to suit the audience, including appropriately translating technical information into strategic advice to inform decision makers. • Support the management of complex external partnerships and delivery arrangements.

Proactive Risk Management	• Anticipate and address risks early, embedding mitigation strategies into operations. • Adjust plans and approaches in response to emerging risks to maintain team and organisational resilience. • Collaborate across teams to ensure a shared understanding of risk and promote a culture of risk awareness.
Strategic Thinking and Problem Solving	• Align your teams' priorities and activities with the Authority's strategy and target outcomes. • Communicate your teams' strategic priorities, including impacts and contingencies on other teams. • Apply innovation, critical and analytical thinking to solve problems. • Make and communicate robust decisions in a timely manner.
Professional Capabilities	• Bring experience in managing complex projects. • Manage the budget and financial reporting of your teams.
Leadership	• Lead people effectively, fostering their development and growth. • Model and uphold the Authority's culture and values. • Create an environment of high performance. • Hold ownership of the team and their deliverables.

Behavioral indicators

The following behavioural indicators are key attributes that will be required for this role to succeed

Behavioral indicators as a member of the executive team	
Collaboration	• Work across teams and organisational units, supporting integration and avoiding siloed approaches. • Seek and be open to new information, perspectives and expertise from others. • Collaborate on shared initiatives when required.
Adaptability	• Be comfortable operating in complex and dynamic environments. • Adjust plans and priorities in response to changing project scope or requirements. • Support teams to build resilience to change.
Communication	• Leverage your expertise to share insights, concerns, and ideas constructively to support better decision-making. • Communicate openly and consistently within your teams and across the broader Authority

Efficiency

- Promote an outcomes-focused culture of efficiency and effectiveness within your teams.
- Prioritise tasks, manage time effectively, and optimise resources to meet delivery goals.
- Monitor progress and adjust workflows to sustain momentum and ensure accountability.

Key Stakeholders

The below table shows the internal and external relationships that will be necessary in this role:

Relationship	Skills and experience, with the ability to:
Internal	
Chief Executive Officer and the Board	• Support Executive General Manager, Commercial and Strategy by preparing updates and reports for Chief Executive and the Board.
Executive General Manager, Commercial and Strategy	• Establish clear communication and regular reporting with the Executive General Manager, Commercial and Strategy. • Provide timely, accurate updates to Executive General Manager, Commercial and Strategy to inform decisions.
General Manager, Strategy, Sponsor and Governance	• Establish clear communication and regular reporting with General Manager, Strategy, Sponsor and Governance to align on project strategy and procurement requirements. • Collaborate closely with the General Manager, Strategy, Sponsor and Governance on benefits realisation and reporting of relevant inputs from secondary revenue and retail.
External	
Government bodies	• Support engagement with government bodies and counterparts in key government agencies to manage shared outcomes and initiatives.
External partnerships and contractors	• Support engagement with external partners as required for program delivery.

Eligibility Requirements

Employment with the Authority is subject to conditions prescribed within the [Public Service Act 1999](#) included

Requirement	Details
Citizenship	Must Australian citizen to be eligible for employment with the Authority.
Qualification	Degree or equivalent working experience.
Pre-Employment Screening	National Police check is a mandatory requirement

Security Clearance

Baseline

Values - High Speed Rail Authority

At the High Speed Rail Authority, our values guide the way we work together and how we deliver for our people, partners, and communities



Australian Government
High Speed Rail Authority



Our Values



Safety and wellbeing

In work and delivery, safety is everyone's responsibility. We value wellbeing and foster a culture where teams thrive.



Teamwork and respect

Our people and culture drive our success. We respect each other, value differences and work together to create a positive and productive workplace.



Accountability and integrity

We own our actions and our commitments. We build trust through honesty, transparency and ethical choices.



Agile and learning

We are efficient, flexible and responsive, enabling clear decisions. We look for improvements, learn, adapt and embrace change.



Impact and innovation

Our work has purpose. We work together to solve problems, create sustainable solutions and make a lasting difference for Australians.