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Success Profile Pack

Port of Newcastle

Strategy and Innovation Manager

Your Recruitment Specialists:

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02 4927 2015



Position Description

STRATEGY & INNOVATION MANAGER

Purpose

The Strategy & Innovation Manager is responsible for supporting the Senior Manager Strategy & Innovation to deliver Port of Newcastle's (PON) corporate strategy.

The Strategy & Innovation Manager will operationalise PON's day-to-day corporate strategy and innovation activities.

The Strategy & Innovation Manager will lead strategic initiatives on behalf of the Senior Manager Strategy and Innovation, including participating in working groups and delivering against critical timelines. It is a highly visible and interactive role that requires a high level of leadership, communication and influencing skills with internal and external stakeholders.

The primary objective of the role is building PON's strategic capabilities to underpin detailed and accurate budgets, business plans and commercial performance reporting, including:

1. implement PON's corporate strategy function.
2. identify and coordinate or deliver innovation improvements for PON.
3. monitor and report team, department and companywide performance against strategic and innovation objectives and goals; and
4. drive continuous improvement and unite PON around an effective vision, purpose, and strategy.

KPIs will be agreed for the primary objectives, and current strategic initiatives, setting out key tasks and timeframes. These will be monitored through frequent meetings between the Strategy & Innovation Manager and the Senior Manager Strategy & Innovation.

Key Responsibilities

Role Specific Responsibilities	Major Activities
Commercial Services	<p>Business Improvement</p> <ul style="list-style-type: none"> Responsible for PON's revenue growth through: <ul style="list-style-type: none"> Implementation of a successful strategy, and Business innovation and continuous improvement. Responsible for the collection, and distribution, of high-quality innovation opportunities that will increase PON's efficiency and commercial performance. Input into, and coordinate, the development strategy driving commercial performance, including the formation of, and any deviation from energy, diversified trade, property and other revenue budgets. <p>Planning</p> <ul style="list-style-type: none"> Assist with the development, implementation and management PON's strategic, and precinct, planning activities including: <ul style="list-style-type: none"> Strategic Land Use Plan (SLUP) Port Master Plan Precinct Plans Port Development Plan Ensure appropriate engagement and consultation with the community. <p>Pricing</p> <ul style="list-style-type: none"> Assist with the development, implementation, and management PON's pricing strategy to deliver sustainable revenue growth and otherwise meet PON's strategic objectives. Deliver pricing strategy in collaboration with PON finance team

Role Specific Responsibilities	Major Activities
Strategy	<ul style="list-style-type: none"> ○ Implement the commercial and planning strategies, including: <ul style="list-style-type: none"> ▪ developing detailed implementation plans for the strategy. ▪ delivering the strategy to meet timeframes. ▪ implementing appropriate processes and systems regulatory compliance; ▪ chairing appropriate working groups, and ▪ managing relationships with stakeholders. ○ Enhance PON's external and internal relations through displaying professionalism in all interactions. ○ Establish cooperative working relationships across all levels of the business, that increases the effectiveness of the Commercial Team. ○ Develop and maintain effective relationships with PON's partners, and Government and port user stakeholders.
Innovation	<ul style="list-style-type: none"> ● Actively contribute to creating an innovative workplace culture through sharing and supporting new ideas and developing innovation and improvement opportunities.
Commercial	<ul style="list-style-type: none"> ● Assist with the development of negotiation strategies for commercial opportunities. ● Support the commercial process from identification of opportunities, financial feasibility review, developing business development strategies, negotiation of appropriate agreements and management of issues arising from agreements and relationships. ● Implement annual volume and revenue budgets and quarterly reforecasting into the corporate strategy. ● Implement PON's precinct planning ensuring a sustainable and optimised land use strategy.

Role Specific Responsibilities	Major Activities
	<ul style="list-style-type: none"> Develop and maintain effective relationships with key entities and people along the supply chains and drive a unified best for Hunter approach. Develop and maintain effective relationships with key stakeholders to deliver sustainable revenue growth.
Stakeholder Engagement and Management	<ul style="list-style-type: none"> Build, manage and maintain relationships with key stakeholders. Responsible for liaising with other parties involved in the coordination and implementation of the grant round. Provide regular progress and grants updates to relevant stakeholders.
Financial Management	<ul style="list-style-type: none"> Assist with managing quarterly financial reports. Liaise with Finance to complete the financial and budget report as required.
Communication	<ul style="list-style-type: none"> Assist with the development of marketing and communications materials as required. Responsible for responding in a timely and professional manner to enquiries.

Company Specific Responsibilities	Major Activities
Leadership and Culture	<ul style="list-style-type: none"> Lead by example in upholding PON's values & behaviours. Encourage an open communication culture where feedback is accepted and acted upon. Abide by EEO, cultural diversity principles, PON policies and be committed to ethical practices as set out in the Code of Conduct. Any other reasonable and lawful direction from management as required.
Work Health and Safety (WHS)	<ul style="list-style-type: none"> Actively promote a positive safety culture.

	<ul style="list-style-type: none"> • Ensure that safe systems of work are in place and maintained for internal staff and external consultants and contractors. • Establish and maintain workplace health and safety risk assessments and management plans. • Ensure effective implementation of all company Workplace Health & Safety Policies and procedures. • Maintain an active knowledge of all energy activities that are relevant to Workplace Health & Safety.
Environmental Management	<ul style="list-style-type: none"> • Carry out work in accordance with relevant legislation, codes, standards and procedures. • Comply with PON's Environment and Sustainability Policy, Environmental Management System (EMS) and Land Use Planning Management System (LUPMS). • Follow Environment, Social and Governance (ESG) principles as defined in the PON ESG Strategy. • Attend training as requested / directed.

Experience and Qualifications

ESSENTIAL

- Extensive experience in operationalising strategy, monitoring its implementation, and driving excellent commercial performance.
- Experience in identifying innovation opportunities and agile implementation in a complex business environment.
- Proven ability to analyse and present information about an organisation and its environment.
- Demonstrated ability to influence a wide range of stakeholders
- Proven ability to establish a customer/solutions focused culture.
- Experience in developing strategy in a wide range of settings
- Outstanding communication (written and verbal), negotiation and influencing skills.
- Demonstrated ability to work in a strategic and operational capacity.

- Relevant tertiary qualifications
- Superior organisational skills and the ability to thrive in a dynamic environment.
- Proven ability to engage effectively with Executive teams.
- Strong understanding of domestic and international trade flows and maritime industry supply chains (desirable)
- In depth understanding of traditional and emerging energy markets
- Deep understanding of finance, business, pricing and business development.

Company Bio

Port of Newcastle is Australia's deepwater global gateway, the largest on the nation's East Coast. It is more than a port. It exists to build Australia's prosperity with responsible, integrated and innovative supply chain solutions. Port of Newcastle enables Australian businesses to successfully compete in international markets. The port currently handles 4,400 ship movements and 164 million tonnes of cargo annually.

With a deepwater shipping channel operating at 50% of its capacity, significant port land available and enviable access to national rail and road infrastructure, Port of Newcastle is positioned to further underpin the future prosperity of the Hunter, NSW and Australia. As custodians of the region's critical asset, Port of Newcastle is diversifying its trade as it strives to create a safe, sustainable and environmentally and socially responsible future.

Values

Behind every ship movement, every tonne of cargo, are the people that keep the port operating. Our people are the engine room of our Port.

In 2020, led by PON's Employee Engagement Forum, employees from across the business helped to define a new set of values that reflect our workplace culture and support our plans for the future.

Port of Newcastle's values influence how we develop our strategy, how we measure performance, how we treat our colleagues and how we approach our work at PON. These are a guiding compass, a north star for everything we do at Port of Newcastle.



COMMUNITY

We are engaged with our communities and proud of the Port's role in the region



WELLBEING

We support and invest in our people and their wellbeing



INTEGRITY

We are genuine, open and respectful in everything we do



CURIOSITY

We challenge the status quo by questioning if there is a better or safer way

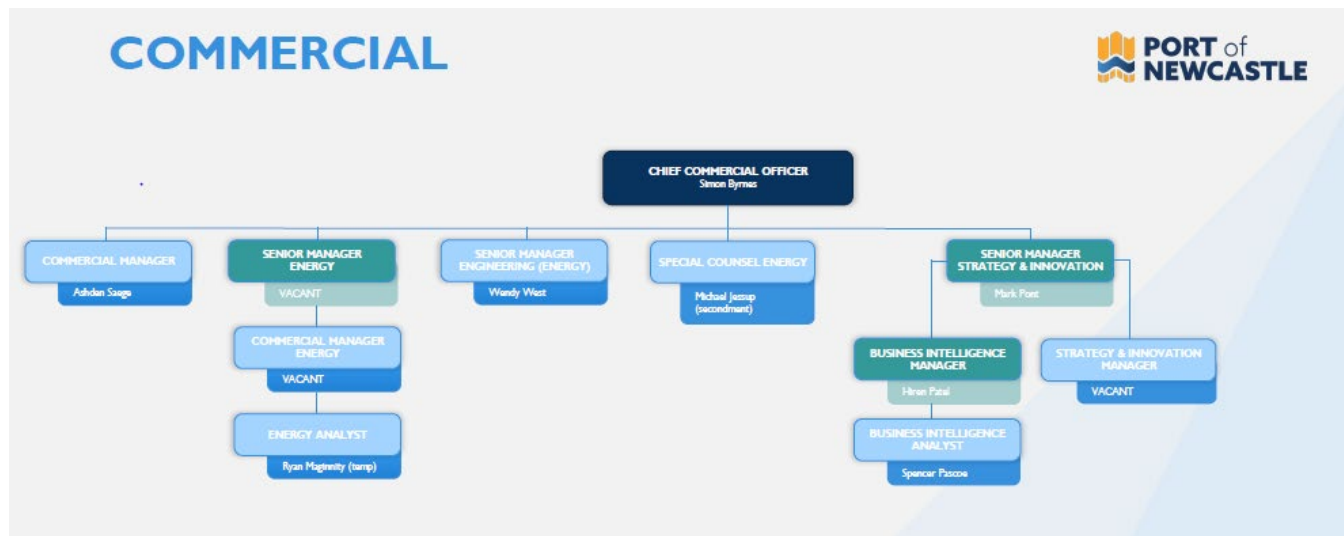
Benefits

- A strong focus on and commitment to employee wellbeing and engagement:
 - PON understands that it can be difficult to juggle work with other responsibilities. With respect to this, PON is a true agile workplace with specific arrangements for each individual to be able to work from alternate locations - whether it's home, office or elsewhere. PONs flexible working arrangements mean you won't have to stress about picking your kids up from school - you can make your hours work for you. Additionally, PON will provide office equipment for working from home (including laptop, monitor, docks, chairs, risers, footrests, etc).
 - Corporate fitness program (like fitness passport) accessible to employees and immediate family members, with access to local gyms and facilities
 - 30+ staff are current trained Mental Health First Aiders.
 - PON is also partnered with Smiling Minds, to support mental health and develop personal strategies and meditations.
 - Annual workplace engagement surveys with an internal forum built from across the organisation to support employee engagement
 - Access to Hunterlink EAP, for free professional and confidential counselling and coaching services. The EAP is available to all PON staff and their families, 24/7.
 - Family days, where PON employees and their families are able to all meet and share time together
 - Tuesday catered lunches, supplied by PON following weekly staff update
- PON provides extra leave benefits, including:
 - 14 weeks Primary Carers Parental Leave - additional to the governments minimum Paid Parental Leave, for eligible employees
 - Purchased Leave - ability to purchase up to 2 weeks of additional annual leave across a 12 month period
 - Additional leave provisions for Covid-19 related leave, separate to annual leave or personal leave e.g. for immunisation

- Salary Sacrificing options, including:
 - Super salary sacrifice co-contribution matching of up to 2%. Enterprise Agreement covered employees can salary sacrifice up to an additional 2% and PON will match this with a co contribution to your superannuation
 - Motor vehicle salary sacrifice: A Novated Lease is one of the most cost-effective car ownership options in Australia. nlc is proud to be PON's approved novated lease provider. As part of your employee benefits program, nlc can help you get a better deal on your next new car. With an nlc Novated Lease, you can access thousands in income tax and GST savings.
- It feels good to give back to the community, and PON has the following charitable initiatives set up:
 - Local organisations delivering sustainable outcomes for the thriving communities surrounding the Port of Newcastle are encouraged to apply for funding through the Port's annual Your Port, Our Community sponsorship program. Worth up to \$6,000, the sponsorships offer funding to support local organisations, groups and charities delivering initiatives that lead to lasting environmental, educational and social benefits for the Hunter.
 - Ability to donate to identified local organisations/charities straight from your salary on a set basis
 - Christmas Hampers or option to donate equivalent value to a charity
- PON maintains a strong commitment to the environment and sustainability:
 - As of 2022, PON is 100% powered by renewable energy. PON's 100% renewable power deal directly supports the development of renewable infrastructure and will deliver significant environmental improvements at the Port. Through being powered by 100% renewables, we are able to further reduce carbon emissions in the Port by almost 5,000 cubic tonnes, which is equivalent to taking 1,000 cars off the road or planting 80,000 trees each year.
 - Port of Newcastle has been awarded 1st place in its sector in Oceania and second place globally by GRESB, the world's leading environmental, social and governance (ESG) benchmark.

Port of Newcastle has been recognised amongst the state's leading organisations committed to innovation and excellence in sustainability in the Banksia Foundation's 2021 NSW Sustainability Awards.

To learn more please review:
<https://www.portofnewcastle.com.au/>



How To Apply

Cover letter tips

- Tell us why you would like to work at the Port of Newcastle
- Tell us about your experience operationalizing corporate strategy.

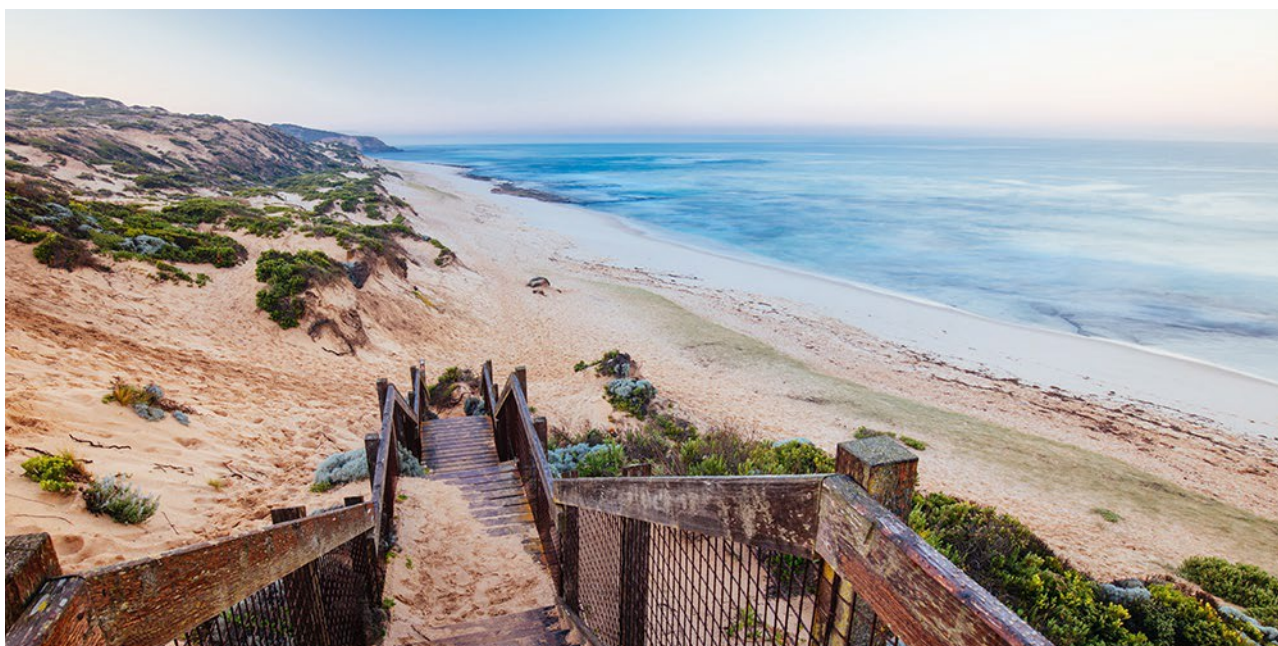
How to apply

To learn more about key responsibilities, company culture and associated benefits of this opportunity, please contact Wendy Donovan on 02 4927 2015 wendyd@peoplefusion.com.au for a confidential discussion.

Timeline

COMMENCED	Pre-screening and preliminary interviews by peoplefusion
Friday 5 August	Applications close
15/16 August	Shortlisting (tbc)
Thursday 18 August	Client panel interviews conducted
Within 1 week after panel interviews	Final selection assessments/Medical/references conducted if required
ASAP	Offer negotiated and finalised

Note: these dates are indicative only and can be changed in accordance with the availability of the interview panel and shortlisted candidates.



Our Area

Benefits of living and working in Newcastle and the Hunter Region

The Hunter Region offers more than just global award-winning wines, divine food and a multimillion-dollar thoroughbred horse breeding industry - as Australia's largest regional economy prospering both economically and socially, sustained by many professional and research industries and sectors, and a highly skilled workforce. It consists of three major cities, Newcastle, Maitland and Lake Macquarie and is surrounded by regional centres, which include Cessnock, Muswellbrook, Port Stephens, Scone, Singleton and Taree.

One city that has exponentially played a huge role in the Hunter Region's growth is Newcastle. Newcastle is a vibrant, smart city, located in the heart of the Hunter Region, offering the best of both worlds. Whether it's a sea change or tree change, Newcastle offers the friendly, warm lifestyle of coastal living but the benefits of inner city living (the perfect work-life balance) minus the congestion and non-stop hustle. With its location, lifestyle and opportunities for growth, Newcastle is the place to be.

Best of both worlds

Only a two-hour drive north of Sydney, Newcastle offers a relaxed and welcoming lifestyle with all the benefits and comforts of a large city without the constant traffic. The region is easily accessible by road, rail and air travel (Newcastle Airport is Australia's sixth largest regional airport).

Providing excellent cafes, restaurants and nightlife, a variety of recreation activities, Newcastle is perfectly positioned to enjoy the beaches on the coast and the wineries in the Hunter Valley.

Best beaches

Newcastle beaches and baths have something for everyone, whether you're looking for a quick dip, a leisurely swim or an awesome surfing experience - look no further. You will find that there are public amenities, shade shelters, parking, access for people with a disability, picnic areas, BBQ's and kiosks all along the stretch of Newcastle's pristine beaches.

Wineries

The nearby Hunter Valley vineyards are a short drive away and has forged an international reputation for acclaimed wines. Sip and taste your way through over 150 cellar doors!

Dining

Newcastle's dining scene offers everything from cheap eats for the family, hip bars to romantic restaurants with a diverse selection of cuisines and funky eateries for every taste bud!

Arts, culture and entertainment

The city's art scene is thriving - be sure to check out Newcastle Art Gallery or the heart and soul of Newcastle - the Civic Cultural precinct. You'll be amazed by the theatre, comedy, events, live music that's on offer.

Education

Newcastle has strong pre-school, primary, secondary levels and tertiary education options meaning clear educational pathways.

About peoplefusion

Our expert team live and breathe recruitment and are committed to taking you from credible to incredible.

We provide transparency into roles, we won't send you in blind for interviews, we will give you feedback, and we'll support you after your appointment.

Our services include permanent recruitment, temporary and contract recruitment, executive search, outplacement, talent and retention, and career coaching.

Locked and loaded

We show up as though every day is a Grand Final

We've got this

We do as we say with confidence and integrity

Have the conversation

We speak authentically and never mind read

Grow and glow

We challenge ourselves and have fun doing it

Make it count

We aim for every action to add value

Our specialisations

Executive Search

Accounting & Finance

Legal & Governance

Human Resources & WHS

Marketing & Communications

Information Technology

Engineering & Projects

Supply Chain

Administration & Accounts

Contact Centre & Customer Service

Sales

We know recruitment. Experience peoplefusion.

At peoplefusion we don't just accept diversity and inclusion —we celebrate it! We strive to create an environment of equal opportunity regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, religion or physical ability, and welcome applications from people from all backgrounds. We always welcome individuals to contact us if they require any assistance during the application process when applying for jobs with peoplefusion.

WENDY DONOVAN 15 years experience

Wendy has a wealth of experience providing HR solutions for small to large business across the finance, banking, medical and science, media and manufacturing industries, and successfully grew her own franchise training business.

Wendy's earlier career across medical research and science mean her search and discovery abilities are second to none. This approach has seen her successfully partner with the likes of ARTC, City of Newcastle, HMRI and Newcastle Airport to recruit a range of corporate roles.



Wendy holds an MBA (Marketing & Economics), a Bachelor of Science (First Class Honours), and is an Associate of the RCSA.