

Executive Director Growth and Sustainability

Position Description



Reporting CEO	Location Kalimna/Morwell /Hybrid	Hours Full time	Contract Maximum Term Ending 5 Years	Reports Yes	Job Level Strategic Leader
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Role Purpose

The Executive Director – Growth & Sustainability is responsible for driving sustainable economic growth, self-determined outcomes, and long-term financial independence for GLaWAC through strategic partnerships, investment opportunities, and the growth of existing and emerging enterprises.

The role provides strategic advice to the CEO on major projects, commercial partnerships, investment opportunities and economic initiatives that strengthen GLaWACs long-term financial stability and support community aspirations.

This position leads GLaWAC’s major developments across Gunaikurnai Country, identifying opportunities to strengthen existing enterprises and negotiating strategic agreements that deliver enduring economic, social, and cultural outcomes. A key focus is ensuring large-scale projects, particularly those associated with the renewable energy transition and regional infrastructure, generate tangible benefits through employment, procurement opportunities for Aboriginal businesses, workforce participation and strategic investment.

A significant responsibility is leading the implementation of Healing Warruk after Coal, ensuring that coal mine remediation and the La Trobe Valley’s economic transition create lasting opportunities for the Gunaikurnai community while supporting the restoration of culture and Country.

Working Closely with government, Traditional Owners and regional stakeholders the Executive Director secures agreements that ensure long term community benefits, including Aboriginal businesses participation, local employment pathways, workforce development, strategic investments and sustainable revenue streams.

In partnership with education and training providers, the role aligns workforce development with current and emerging industry demand, supporting the community to access future opportunities.

The Role

Strategic Leadership

- Lead the strategic direction, performance and delivery of the Enterprise and Economic Partnerships Directorate, driving economic development, enterprise growth and strategic investment.
- Provide strategic, commercial and investment advice to the CEO, on major projects, partnerships and long-term opportunities.
- Represent GLaWAC and the Gunaikurnai community in high level negotiations, ensuring compliance with Native Title and other Victorian legislation.

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- Develop and deliver GLaWAC's economic development, enterprise and investment strategies.
- Identify and manage commercial, project and investment risks, implementing strategies to mitigate and manage exposure.
- Contribute to broader organisational strategy, business planning, and long-term sustainability.
- Identify, assess and manage commercial, investment and project risks to protect GLaWAC's interests.
- Ensure all major project engagements deliver economic participation, investment outcomes, and long-term benefits for Gunaikurnai people.

Functional Leadership

- Lead GLaWAC's engagement in major developments, securing commercial, cultural, and community outcomes through strategic agreements.
- Oversee the Major Projects function to deliver partnership-driven, commercially sound projects with a focus on renewable energy, land use, and regional development.
- Identify and progress strategic investment opportunities that support GLaWAC's long-term economic independence.
- Support Aboriginal business participation in major projects by strengthening procurement pathways and supplier capability.
- Lead the implementation of Healing Warruk after Coal, ensuring mine rehabilitation delivers lasting economic, cultural, and environmental outcomes for the Gunaikurnai community.

Financial Management & Performance

- Lead financial performance of the Directorate, ensuring effective management, reporting, and accountability across projects and initiatives.
- Ensure all agreements and projects are supported by robust commercial models, including full cost recovery and sustainable return on investment principles.
- Monitor delivery of contractual performance to ensure delivery of agreed commercial, employment and community outcomes
- Drive long-term financial sustainability through strategic partnerships and targeted investment opportunities.

Stakeholder Leadership

- Build and maintain strong relationships with government, industry, community, and key stakeholders.
- Lead high-level negotiations to secure partnerships and agreements that deliver employment, procurement, and long-term benefits to the Gunaikurnai community.
- Represent GLaWAC in strategic forums to strengthen its reputation, influence, and partnership opportunities.
- Embed the Pathways to Partnerships principles across major projects ensuring early, engagement and strong outcomes for Gunaikurnai people.
- Partner with education and training providers to align workforce development with current and future industry needs.
- Lead high level negotiations with government, industry and private sector partners to secure long term self-determined partnerships and agreements.

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Position Description

Team Leadership

- Support pathways for Gunaikurnai people into leadership, employment, and economic participation.
- Build organisational capability in commercial negotiation, agreement-making, and partnership management.
- Lead and develop a high-performing team, fostering a positive culture and strong accountability for outcomes.
- Provide coaching, mentoring, and development opportunities to grow leadership capability within the organisation.

Essential Skills/Experience

- Tertiary-level qualifications in business, project management, cultural heritage or related discipline.
- Senior leadership experience in economic development, major projects, commercial strategy, or partnerships.
- Experience with commercial contract negotiations or with complex agreements, particularly in the first nations sector.
- Strong commercial acumen, including contract management, business management, investment evaluation, and risk management.
- Proven ability to provide high-level strategic advice to executives and Boards.
- Experience working with or alongside First Nations communities, organisations, or stakeholders is highly regarded.
- Excellent communication, negotiation, and stakeholder engagement skills.
- Strong strategic thinking, decision-making, and change leadership capability.
- A commitment to continuous improvement and delivering long-term, sustainable outcomes.
- Experience working with Aboriginal people, including a demonstrated ability to communicate and engage sensitively and effectively with Traditional Owner led communities and organisations.

Other Requirements

- Although we may offer work flexibility to work from home, the employer can direct you to return to the office
- Always demonstrate and role model GLaWAC values at all times
- Requirement to undergo vaccinations where applicable.
- Current Victorian Manual Driver's Licence
- Mandatory random Drug and Alcohol Testing (Policy Agreement)
- Working With Children Check and/or Police Check
- Other duties as required

Core Leadership Capabilities

- Cohesive – have each other's backs
- Cultural – have the REAL conversations
- Courageous – Be respectful and safe
- Persistent – Be committed to the purpose and lead by example