

Business Development Lead

Application Pack

About the Juukan Gorge Legacy Foundation

In May 2023, the Puutu Kunti Kurrama people established the Juukan Gorge Legacy Foundation Ltd (Foundation) following the destruction of two rock shelters at Juukan Gorge, a place of enormous cultural significance to our people.

The destruction at Juukan Gorge should never have happened and such a tragedy should never happen again. Out of that failure to recognise our culture and Country has come something good - the Juukan Gorge Legacy Foundation.

The Foundation has been created to build an enduring legacy for the Puutu Kunti Kurrama, Pinikura and other Aboriginal people.

We are gearing up to deliver positive impact for generations. We will do that by investing in initiatives that care for Country, protect and strengthen culture and heritage and promote economic opportunity.

Vision, purpose and values



How we work

The Foundation is led by Puutu Kunti Kurrama people, guided by our cultural values. Our executive team is based in Perth, with regular travel to the Pilbara.

Advertisement – Business Development Lead

Lead commercial strategy to help shape Aboriginal futures and create lasting social impact

- Base salary of \$150,000 to \$160,000 plus superannuation
- Based in West Perth (or the Pilbara) with regular intrastate and occasional interstate travel
- Full time or part-time arrangement can be negotiated

The Foundation

The Juukan Gorge Legacy Foundation was established in May 2023. The Foundation's purpose is to support the Puutu Kunti Kurrama People (and Pinikura People and other Aboriginal People), by:

- Building the Puutu Kunti Kurrama community to be strong and proud internally and externally;
- Providing programs and services that promote and protect traditional law and custom, language and culture, and maintaining and strengthening traditional connection to Country;
- Providing programs and services that support community health, well-being, and self-determination; and
- Fostering economic development of projects and industries for financial independence.

The Role

Reporting to the CEO, the Business Development Lead will lead the Legacy Commercial strategy for the Foundation, identifying commercial opportunities for the Foundation's members and brokering specialist advice to existing and emerging PKK Traditional Owner businesses. Responsibilities include identifying new business opportunities and implementing policies and processes that support the Foundation's commercial objectives.

The Person

If you are committed to supporting the aspirations of Traditional Owners, and can demonstrate the ability to take initiative, drive commercial outcomes and continuously improve policies, processes and systems, we would be interested in hearing from you. Excellent verbal and communication skills to support stakeholder engagement with Traditional Owners, industry and

government, and financial institutions will be essential, and prior knowledge of the mining industry and / or Pilbara region is desirable.

The Package

This is an opportunity to make a significant contribution to the lives of current and future Foundation beneficiaries and First Nations People. In return, a permanent contract is on offer and a base salary of \$150,000 to \$160,000 plus superannuation. Salary packaging is available and flexible working arrangements are by negotiation. This role is to be based either in the West Perth office or the Pilbara, to be negotiated for the successful candidate.

Applications

To apply please click the Apply Now button or visit www.beilbydt.com.au quoting reference 1254314. Please provide a comprehensive resume together with a covering letter of no more than two pages, outlining your interest in the position and addressing your suitability to the role.

Download an Application Pack by clicking or copying and pasting this link in your browser:
<https://beilbydt.com.au/application-packs>

For initial enquiries, or for any assistance you may need in making your application, please contact Emily Bulloch for a confidential discussion on 0427 582 402 or ebulloch@beilbydt.com.au

Applications will close at 4pm AWST on Wednesday 11 November 2026.

Aboriginal and Torres Strait Islander people are strongly encouraged to apply.

Juukan Gorge Legacy Foundation is currently also recruiting for a Monitoring, Evaluation, Research and Learning Lead - Job number 1254318.

Position:	Business Development Lead (Legacy Commercial)
Employment type:	Full time, permanent (part-time by negotiation)
Reporting to:	CEO
Reporting staff:	Nil
Location:	6 Ord St, West Perth WA 6005
The organisation:	The Juukan Gorge Legacy Foundation is a not-for-profit organisation established and led by the Puutu Kunti Kurrama people. After the destruction at Juukan Gorge, our vision is a future where people and Country thrive. With our partners, we invest in people and Country, promoting social, cultural and economic wellbeing, while protecting heritage, culture, language and the law.
Position summary:	Lead the Legacy Commercial strategy for the Foundation, which aims to build strong economic foundations, foster intergenerational wealth, and contribute to the social and cultural wellbeing of the Puutu Kunti Kurrama (PKK) and other Aboriginal peoples. The Business Development Lead identifies commercial opportunities for the Foundation and its members, brokers specialist advice to existing and emerging PKK Traditional Owner businesses, liaises with clients and partners, and facilitates PKK capacity development.
Key responsibilities:	1. Business development planning and reporting • Develop policies and processes to achieve commercial objectives set out in the Foundation Agreement and Legacy Commercial strategy • Develop the annual Legacy Commercial operational plan and budget and manage a portfolio of projects to deliver outcomes under the Legacy Commercial Strategy • Provide regular Legacy Commercial outcomes reporting within an agreed framework to the Board, members and key stakeholders • Develop and lead initiatives to grow and protect commercial outcomes for the Foundation and member businesses

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- Develop policies to support commercial decision-making by the Board

2. Engagement and partnership development

- Grow, deepen and document relationships with industry partners to identify commercial opportunities and support for Foundation and PKK businesses
- Develop and maintain relationships with large companies and employers, especially those operating on PKK country
- Broker relationships between industry partners and PKK businesses, ensuring partners are aware of PKK business capabilities and agreement obligations

3. Legacy Commercial capability offering

- Engage with Foundation members to understand and document existing business needs and aspirations
- Refine, market and oversee the Legacy Commercial service model
- Maintain a network or panel of providers (training, finance, legal and business advice, mentors)
- Undertake capability assessments and match PKK member businesses with relevant assistance, such as business planning, market analyses, capital access, contract negotiation, business mentoring, proposal development, capability statements, cost estimation, etc.

4. Other

- Provide support and advice to the staff, CEO and Foundation Board on commercial matters, e.g. researching and proposing revenue generating opportunities for the Foundation, benchmarking, leading study tours
- Other tasks that contribute to the role objective or are assigned by the CEO from time to time.

Key selection criteria:

- A demonstrated commitment to supporting the aspirations of Traditional Owners.
 - Excellent verbal and written communication skills to support stakeholder engagement with Traditional Owners, industry and government, financial institutions.
 - Strong analytical, problem-solving and organisational skills, to effectively plan and implement multiple projects.
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- Demonstrated ability to take initiative and develop new policy, processes and systems.
 - Relevant tertiary qualification (e.g. commerce, business, finance, entrepreneurship) or demonstrated equivalent industry experience.
 - Prior knowledge of the mining industry and/or Pilbara region is desirable but not essential.
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Employment
conditions:

Employment conditions include:

- Salary range \$150-\$160K/pa + super negotiated in line with experience
 - 4 weeks annual leave (increasing to 5 weeks on 12 months service)
 - Salary Packaging is available
 - National Police Clearance and a pre-employment medical is required
 - Regular intrastate and occasional interstate travel is required
 - Flexible working arrangements by negotiation
 - The Foundation is committed to diversity and inclusion
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Applicant Notes

These notes are provided to assist you in the preparation of your application and to help the selection panel evaluate your application.

Application

Your application should include:

- A comprehensive resume; and
- A covering letter of no more than two pages, outlining your interest in the position and addressing your suitability to the role.

By submitting your application you agree to provide true and accurate information on your career history and qualifications.

It is essential the information you provide is clear, concise, and relevant, so the selection panel can readily assess your application. Interviews will be offered to those who best demonstrate their ability to carry out the duties of the role.

Lodgement of applications

Applications should be made online at www.beilbydt.com.au quoting job reference 1254314.

Applications will close at 4pm AWST on Wednesday 11 November 2026.

Referees

Applicants should provide the names and contact details of at least two current referees in their application. This will include two superiors or suitably senior colleagues that can comment on work outcomes, competencies and behaviours that are relevant to this position.

Interviews

Interviews will be conducted either in person in Perth or via video conference.

Shortlisted applicants may be required to complete telephone screening and digital interview in addition to reference checking and potentially a second interview.

Background checks

Third party background checks will be undertaken for the preferred applicant – this includes qualifications, police clearance, identity, and employment history verifications.

Pre-employment medical

The preferred applicant will be required to undertake a pre-employment medical including drug and alcohol testing to ascertain if they are fit and can safely perform the inherent requirements of the role.

Equal opportunity

The Juukan Gorge Legacy Foundation maintains an equal opportunity policy in assessing all applications for any advertised position and provides a drug and alcohol, and smoke free work environment.

Website

As the Foundation establishes, the website is yet to be constructed.

The PKKP Aboriginal Corporation has a website – which will provide you with background information on the PKK people and references to the Juukan Gorge rock shelters.

<https://pkkp.org.au/>

Further information

For further information about the role please contact Emily Bulloch, Principal Consultant, Beilby Downing Teal on 0427 582 402 or ebulloch@beilbydt.com.au