

JOB DESCRIPTION

Position Number	630001	Reports to	CEO
Position Title	Chief Financial Officer	Location	Sydney

JOB PURPOSE

The Chief Financial Officer is responsible for providing strategic direction and leadership to NBN Co through operational and capital planning including;

- Long term projections of revenues and costs in a Corporate Plan updated at least once a year.
- Short term projections in budgets and forecasts.
- Cash flow projections allowing funding of the company from equity injections requested from shareholders.
- Financial analysis underpinning and validating business case assumptions for decision support and asset evaluation including merger and acquisition transactions.

The Chief Financial Officer manages critical stakeholder interfaces with particular respect to the Board, the Shareholders Ministers, Department of Finance & Deregulation, and the Department of Broadband, Communications and the Digital Economy.

The Chief Financial Officer is, by function, focused on establishing and controlling the financial, program and risk management frameworks, systems and services of the organisation that support effective achievement of the financial and business objectives contained in the Corporate Plan. This includes

- Reporting processes.
- Controlling framework ensuring that operations are properly recorded and documented in a timely and accurate manner.
- Investment management and approval of project funding.
- Risk policy and framework.
- Customer and suppliers credit monitoring.
- Associated financial operations with appropriate organisation , processes and systems
 - Transaction processing including billing, accounts payables and receivables, travel and expenses claims, bank reconciliation.
 - Tax planning and filings.
 - Cash management.

The Chief Financial Officer is also in charge of setting up and reporting a Program Plan with a detailed view of milestones, dependencies and risks in the implementation of NBN Co projects. The CFO is supported in this by a Program Management Office. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution.

KEY ACCOUNTABILITIES

- Deliver a Corporate Plan and associated projections in agreement with Shareholders and Board, reflecting appropriately the mission, opportunities and risk of the NBN.
- Lead the design, development and implementation of frameworks to support the effective delivery of Finance, Program Management and Risk Management Services including: reporting processes (financial and management reporting) on a monthly, quarterly and annual basis for tracking project and function deliverables and costs against projections and agreed KPIs.
- Controlling framework ensuring that operations are properly recorded and documented in a timely and accurate manner, with cost management to reduce waste and appropriate internal controls and external controls reported to the board and to the shareholders, the Finance function supports administratively the Internal Audit plan.
- Approval funding as a consequence of Management decisions for projects.
- Risk policy and framework allowing NBN Co to have all groups and project teams properly identifying and rating the risks of their activities with appropriate mitigation.
- Tax and Treasury Management policies procedures and systems.
- Customer and suppliers credit monitoring.
- Asset management policies, procedures and systems.
- The implementation of operations for which organisation , processes and systems have to be designed such as:
 - Transaction processing including accounts payables and receivables, travel and expenses claims, billing, bank reconciliation.
 - Billing management and systems.
 - Tax planning and filings.
 - Cash management.
- Promote the development of frameworks and forums that support efficient coordination between Finance and Program Management teams and senior stakeholders at NBN Co.
- Lead and manage staff in accordance with NBN Co policies and procedures.
- Provide technical training and mentoring, developing and managing staff development.
- Establishing and driving a robust HSE just culture of 'no fear' and 'fair play' within NBN Co through defining, communicating and modeling HSE leadership behaviours.
- Defining and delegating where appropriate HSE responsibilities and ensuring all management, employees and contractors are accountable for their responsibilities.
- Ensure the effective implementation of the NBN Co HSE management system to manage these risks and ensure legal compliance.
- Manage and review the performance of the HSE management system through the established audit program.

CONTRIBUTION MEASURES

- Financial management.
- People management.
- Achievement of Corporate Plan.

NBN CO LEADERSHIP CAPABILITIES

- Establishes a collaborative culture through openness and shared actions to ensure long term partnerships.
- Has a clear view of where the organisation needs to go and sets a strategy to achieve the outcome.
- Systematically gains insights about long term needs through feedback and gaining mentoring from role models.
- Actively involves and leads a team with joint plans and accountability; resolves issues in collaborative problem solving.

VALUES

At NBN Co, our values act as reference point for everything we do. Our staff must personally and professionally demonstrate the following values in their actions, behaviours and decisions. This will include dealing with our customers, each other, the community, our suppliers and our owners.

- We engender Trust and Integrity and are known for this.
- We are Authentic, speak-up and involve both ourselves and others.
- We are Collaborative – one team focused on outcomes.
- We are Flexible to fit our circumstances.
- We are Disciplined and Reliable and meet our commitments.

PERSON SPECIFICATION

QUALIFICATIONS

- Tertiary qualifications and or higher qualifications in Finance/Business Administration.

SKILLS AND EXPERIENCE

- A high calibre executive with significant strategic experience in Finance Director/CFO Senior Finance roles in both the public and private sectors with a high involvement in managing key Government stakeholders.
- Extensive experience in leading and/or the delivering commercially focused financial solutions in telecommunications, public sector and similar regulatory environments and the leadership maturity to be able to manage themselves, manage a multi disciplined team, interact and influence with both internal and external stakeholders in the telecommunications, engineering, technology or construction industries.
- The candidate must have the ability to lead discussions / Negotiate complex commercial outcomes with a strong executive presence and ability to identify the true long term value

propositions and opportunities for both public and private sectors.

- The candidate shares experiences and knowledge with colleagues and internal organizations to build intellectual capital and showcases thought leadership.
- The candidate must be a high calibre individual with the leadership maturity to be able to manage their own demands, manage a multi disciplined team, interact and influence with both internal and external stakeholders in the telecommunications, engineering, technology and construction industries.

WORKING RELATIONSHIPS

CONTACT	PURPOSE
CEO	Keep CEO informed of significant financial and governance issues, identify strategic leverage opportunities
General Managers in Finance and PMO	Provide strategic oversight, leadership and guidance
Heads of Departments	Financial and commercial strategies and decisions evaluation and pursuit of opportunities
Senior Government Stakeholders	Strategic relationship management

JOB DESCRIPTION

Position Number	620001	Reports to	CEO
Position Title	Chief Technology Officer	Location	Melbourne

JOB PURPOSE

This role has overall responsibility for establishing, leading and managing the architecture, design and planning of all aspects of NBN Co's Fibre, wireless and satellite network and scoping, defining and testing all the technology requirements of the network. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution.

KEY ACCOUNTABILITIES

- The architecture, design and planning of NBN Co's integrated Fibre, Wireless and Satellite networks (active and passive), up to detailed design.
- The build of NBN Co's wireless network and management of contracted construction standards.
- The build of NBN Co's Active network (including aggregation, Backhaul, Service edge and core) and management of contracted construction standards.
- Understand business requirements and turning them into technical specifications, planning and implementing them onto the network.
- Procurement of technology vendors in conjunction with Procurement function.
- Determine where the network should sit and deliver network plans to Construction for build and Network Operations for operations/maintenance.
- Manage the geographic planning and timing / sequence of events, technology and specify how to secure and maintain the network.
- Test all network elements including Vendor interoperability, Service testing, regression testing and configuration management.
- Design authority maintained in-house and supplemented by vendors.
- Manage technology and engineering specialists within NBN Co. Lead and manage staff in accordance with NBN Co policies and procedures. Providing technical training and mentoring, developing and managing staff development.
- Establishing and driving a robust HSE just culture within NBN Co.
- Defining and delegating HSE responsibilities.
- Ensure the effective implementation of the NBN Co HSE management system to manage risks and ensure legal compliance.

CONTRIBUTION MEASURES

- Financial management.
- People management.
- Customer satisfaction.

NBN CO LEADERSHIP CAPABILITIES

- Systematically gains insights about long term needs through feedback and gaining mentoring from role models.
- Has a clear view of where the organisation needs to go and sets a strategy to achieve the outcome.
- Understands priorities for own area over a 3 - 5 year horizon and sets strategy to achieve results and outcomes.

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- We are Flexible to fit our circumstances.
- We are Disciplined and Reliable and meet our commitments.

PERSON SPECIFICATION

QUALIFICATIONS

- Tertiary qualifications and/or higher preferably in technical or business disciplines.

SKILLS AND EXPERIENCE

- Significant experience leading and managing large infrastructure projects in alignment with world class standards. Proven delivery of high value commercial large scale projects in IT/Technology architecture within established time frames and in delivering commercial optimisation.
- Significant experience in IT / Technology business including fibre, wireless and satellite.
- The right candidate will be energised by being able to negotiate outcomes in an environment of managing complex stakeholder relationships including vendors and key relationships.
- The candidate must be a high calibre individual with the leadership maturity to be able to

manage their own demands, manage a multi disciplined team, interact and influence with both internal and external stakeholders in the telecommunications, engineering, technology or construction industries.

- The candidate must have the ability to discuss and negotiate commercial outcomes with a strong commercial knowledge and business awareness, having applied them in a “grey” and dynamic environment within the technology or telecommunications industry.
- Significant experience at the strategic level managing multi functional and complex commercial relationships, preferably in an outsourced or managed services environment with a focus on the development and implementation of merger and acquisition strategies and frameworks that align with the commercial and industry value drivers whilst supporting achievement of the Business Plan.
- Share experiences and knowledge with colleagues and internal organizations to build intellectual capital and showcase thought leadership.

WORKING RELATIONSHIPS

CONTACT	PURPOSE
CEO.	Keep CEO informed of significant issues and identify strategic leverage opportunities.
General Managers in CTO	Provide strategic oversight and leadership and guidance.
CFO/Head of PD and S.	Financial and commercial strategies and decisions evaluation and pursuit of opportunities.
Senior Stakeholders at Telcos, Infrastructure and Media providers.	Strategic relationship management.

JOB DESCRIPTION

Position Number	640001	Reports to	CEO
Position Title	Head CHRO and Corporate Services	Location	Sydney

JOB PURPOSE

This role has overall responsibility as the Chief Human Resources Officer and Head of Corporate Services for the establishment, Leadership and Management of the Human Resources Legal, Procurement, Government Relations, Regulatory, Quality and Facilities functions at NBN Co. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution.

KEY ACCOUNTABILITIES

- Establish, lead and manage NBN Co safety and environment practices that meet profession body standards and deliver a diligent company-wide safety and environmental management system – safety is number one priority.
- Selection and management of NBN Co talent using best practice recruitment and talent management practices to deliver on NBN Co's talent requirements.
- Develop deploy and educate managers in NBN Co management practices.
- Develop and ensure utility of proactive workforce modelling, planning and reporting to deliver NBN Co resource needs and enable budgeting.
- Develop and deploy remuneration and reward policies and practices that ensure NBN Co job competitiveness and controlled and disciplined management of costs.
- Develop lead and manage NBN Co's IR and ER policies and practices to enable productivity.
- Establish, lead and manage legal support to the NBN Co business and ensure regulatory and required diligence in all practices.
- Establish the regulatory function and ensure a regulatory strategy is effectively deployed for NBN Co.
- Establish appropriately disciplined procurement strategy and organisation with suitable practices and policies that enable disciplined management of performance and costs.
- Establish, lead and manage NBN Co's government relations team that ensures effective working relationships with Federal and State Government bodies.
- Create lead and manage appropriate community relationship management capability to ensure community consultation on the construction of the National Broadband Network.
- Establish a corporate communications function to optimise NBN Co's PR, Media and external communications.
- Establish NBN Co's security requirements.
- Create appropriate Facilities planning practices and disciplines to manage NBN Co's building / lease, maintenance and transport requirements.
- Establish implement and manage appropriate governance practices with the NBN Co board and shareholders, to ensure all regulatory and best practice protocols are used to ensure

NBN Co is governed to the highest standard and meets the needs of our shareholders.

- Establishing and driving a robust HSE just culture within NBN Co.
- Defining and delegating HSE responsibilities.
- Ensure the effective implementation of the NBN Co HSE management system to manage risks and ensure legal compliance.

ADDITIONAL ACCOUNTABILITIES

- N/A

CONTRIBUTION MEASURES

- Financial management.
- People management.
- Customer satisfaction.

NBN CO LEADERSHIP CAPABILITIES

- Systematically gains insights about long term needs through feedback and gaining mentoring from role models.
- Has a clear view of where the organisation needs to go and sets a strategy to achieve the outcome.
- Understands priorities for own area over a 3 - 5 year horizon and sets strategy to achieve results and outcomes.

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- We are Disciplined and Reliable and meet our commitments.

PERSON SPECIFICATION

QUALIFICATIONS

- Tertiary qualifications preferably in technical or business disciplines, (masters or above preferred).

SKILLS AND EXPERIENCE

- The candidate should have a depth and breadth of experience and proven record of success in a job with similar scope within a fast paced national or international business.
- The candidate must have a proven record of leading teams and managing through ambiguity.
- The candidate must be a high calibre individual with the leadership maturity to be able to manage themselves, manage a multi disciplined team, interact and influence with both internal and external stakeholders in the telecommunications, engineering, technology or construction industries.
- The candidate must have the ability to discuss and negotiate commercial outcomes with a strong commercial knowledge and business awareness, having applied them in a “grey” and dynamic environment within the technology or telecommunications industry.
- The right candidate will be energised by being able to achieve outcomes in an environment of managing complex stakeholder relationships.
- Significant experience at the strategic level managing multi functional and complex commercial relationships, preferably in an outsourced or managed services environment with a focus on the development and implementation of merger and acquisition strategies and frameworks that align with the commercial and industry value drivers whilst supporting achievement of the Business Plan.
- Share experiences and knowledge with colleagues and internal organizations to build intellectual capital and showcase thought leadership.

WORKING RELATIONSHIPS

CONTACT	PURPOSE
CEO.	Keep CEO informed of significant issues and identify strategic leverage opportunities.
General Managers in Commercial Strategy.	Provide strategic oversight and leadership and guidance.
CFO/Head of PD and S.	Financial and commercial strategies and decisions evaluation and pursuit of opportunities.
Senior Stakeholders at Telcos, Infrastructure and Media providers.	Strategic relationship management.

JOB DESCRIPTION

Position Number	330001	Reports to	CEO
Position Title	Head of Commercial Strategy	Location	Sydney

JOB PURPOSE

This role has overall responsibility for performing both a tactical and strategic role that is focused on the establishment, leadership and management of NBN Co's strategic positioning including identifying critical issues, acquisition opportunities, assessing media content delivery requirements, securing access to national utilities infrastructure, revenue and business development.

The role is also responsible (in partnership with the CFO) for driving valuation analyses in the context of potential asset transactions and acquisitions, and underpinning and validating business case assumptions. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution.

KEY ACCOUNTABILITIES

- Lead the commercial negotiations with key industry organisations including Telstra and Optus.
- Lead the design, development and implementation of strategies and frameworks to support the effective implementation and ongoing management of the infrastructure access agreements.
- Lead the design, development and maintenance of industry and commercial frameworks and services that support the timely evaluation, analysis and review of any acquisition/merger on behalf of NBN Co and the development of strategic recommendations to the CEO.
- Lead the design, development and maintenance of industry and commercial frameworks and services that support the timely evaluation, analysis and review of the strategic and tactical impacts and consequences of media and/or content capability and delivery requirements on the NBN.
- Oversight the determination and access to pricing principles and market opportunities/implications for business development; including consequential revenue analysis.
- Oversight the development of the Wireless Spectrum strategy, including negotiation and acquisition and linkage to strategic objectives.
- Lead the establishment and development of commercial relationships to secure facilities access agreements with infrastructure owners, including; energy utilities, gas/water utilities, road authorities, state and local government and large corporate (mining and gas).
- Oversight the development and establishment of commercial framework agreements that allow NBN Co to gain access to wireless infrastructure/towers for the purpose of rolling out the NBN fixed wireless services.

- Establishment and negotiation of commercial arrangements with third parties for delivery of managed services and infrastructure supply for all aspects of the business; greenfield, interim FAN and wireless network deployment.
- Develop and establish commercial frameworks that allow NBN Co to leverage co-investment opportunities with other infrastructure programmes i.e. infrastructure development and remediation.
- Develop and establish 'Network Extension' process to facilitates the execution of NBN Co policy, including; management and coordination of cross function team to provide opportunity for end-users across all geographical areas of the rollout to request NBN Co services.
- Lead and manage staff in accordance with NBN Co policies and procedures, providing technical training and mentoring, developing and managing staff development.
- Establish and drive a robust HSE just culture within NBN Co.
- Define and delegate HSE responsibilities.
- Ensure the effective implementation of the NBN Co HSE management system to manage risks and ensure legal compliance.

ADDITIONAL ACCOUNTABILITIES

- Lead the activities required to establish and build commercial strategy capability at NBN Co including formulation and direction of strategy and planning in all areas requested by the CEO.
- Direct involvement in asset negotiation and acquisition with third parties and in capital planning and business funding in conjunction with the CFO, CEO and third parties.
- Initiate discussions and engagement frameworks to support constructive dialogue and establishment of relationships with key senior stakeholders at the major infrastructure providers in Australia.

CONTRIBUTION MEASURES

- Bring Telstra & Optus transactions to suitable resolution.
- Financial management.
- People management.
- Customer satisfaction.

NBN CO LEADERSHIP CAPABILITIES

- Systematically gains insights about long term needs through feedback and gaining mentoring from role models.
- Has a clear view of where the organisation needs to go and sets a strategy to achieve the outcome.
- Understands priorities for own area over a 3 - 5 year horizon and sets strategy to achieve results and outcomes.

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PERSON SPECIFICATION

QUALIFICATIONS

- Tertiary qualifications and or higher preferably in technical or business disciplines.

SKILLS AND EXPERIENCE

- A high calibre individual with the leadership maturity to be able to manage themselves, manage a multi disciplined team, interact and influence with both internal and external stakeholders in the telecommunications, engineering, technology or construction industries.
- The candidate must have the ability to lead discussions / negotiate complex commercial outcomes with a strong commercial savvy and street smarts, having applied them in a “grey” and dynamic environment within the technology or telecommunications industry.
- The right candidate will be energised by being able to achieve outcomes in an environment of managing complex stakeholder relationships, including key business partners, telecommunications and utilities.
- Significant experience at the strategic level leading / managing multi functional and complex commercial relationships, preferably in an outsourced or managed services environment with a focus on the development and implementation and execution of complex merger and acquisition strategies and long term frameworks that align with the commercial and industry value drivers whilst supporting achievement of the Business Plan.
- Share experiences and knowledge with colleagues and internal organizations to build intellectual capital and showcase thought leadership.

WORKING RELATIONSHIPS

CONTACT	PURPOSE
CEO.	Keep CEO informed of significant issues and identify strategic leverage opportunities.
General Managers in Commercial Strategy.	Provide strategic oversight and leadership and guidance.
CFO/Head of PD and S.	Financial and commercial strategies and decisions evaluation and pursuit of opportunities.
Senior Stakeholders at Telcos, Infrastructure and Media providers.	Strategic relationship management.

JOB DESCRIPTION

Position Number	200953	Reports to	CEO
Position Title	Head of Construction	Location	Melbourne

JOB PURPOSE

The Head of Construction has overall responsibility for the implementation of the network deployment strategy and building the network in line with the overall NBN Co corporate plan. This role needs to ensure NBN Co meets or exceeds standards in terms of HSE, time, cost, quality and continuous improvement.

The Head of Construction is responsible for the establishment of an organisational and operational model which delivers the above objectives. It further interfaces with other operating groups of NBN Co ensuring a fully aligned and integrated deployment programme. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution.

KEY ACCOUNTABILITIES

- Ensure effective delivery of the Construction Network Deployment Programme.
- Establish a suitable operating model and organisational structure to drive the deployment programme.
- Manage the Construction Programme to define corporate targets in relation to time, budget, quality and HSE standards and levels.
- Drive ongoing improvement to Construction Operating Practices so as to achieve ongoing operational and financial efficiencies.
- Develop and manage a management team able to deliver operational outcomes and objectives.
- Drive the selection and management of third-parties, as required, to the effective delivery of operational outcomes.
- Display leadership qualities which instill innovation and creativity within a performance driven culture and management style.
- Make a proactive contribution to NBN Co wide projects and initiatives.
- Lead and support company-wide activities, as required.
- Represent NBN Co at internal and external activities, as required.
- Pro-actively work with direct reports to develop people in terms of skills and competencies.
- Establish and manage an effective governance structure for Field Deployment Operational Activities, including contractor and third-party management.
- Establishing and driving a robust HSE just culture within NBN Co.
- Defining and delegating HSE responsibilities.

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NBN Co – Job Description
In Confidence

- Ensure the effective implementation of the NBN Co HSE management system to manage risks and ensure legal compliance.

CONTRIBUTION MEASURES

- Financial management.
- People management.
- Customer satisfaction.

NBN CO LEADERSHIP CAPABILITIES

- Drives for higher performance that stands out in the market through better ways of achieving results.
- Understands and addresses emotional reactions and maintains consistent commitment and encourages others to take action that will enhance clarity.
- Empowers teams to perform through agreed responsibilities, clear sense of team identity and resolving conflict.
- Has a clear view of where the organisation needs to go and sets a strategy to achieve the outcome.

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PERSON SPECIFICATION

QUALIFICATIONS

- Tertiary qualifications and/or higher preferably in technical or business disciplines.

SKILLS AND EXPERIENCE

- Significant experience leading and managing large infrastructure projects in alignment with world class standards. Proven delivery of large scale projects in construction within established time and in line with commercial optimisation.
- Demonstrated experience in delivery of complex contractual arrangements with multiple stakeholders with proven ability to identify and resolve issues.
- The candidate must be a high calibre individual with the leadership maturity to be able to manage themselves, manage a multi disciplined team, interact and influence with

both internal and external stakeholders in the telecommunications, engineering, technology or construction industries.

- The candidate must have the ability to discuss and negotiate commercial outcomes with a strong commercial knowledge and business awareness, having applied them in a “grey” and dynamic environment within the technology or telecommunications industry.
- The right candidate will be energised by being able to achieve outcomes in an environment of managing complex stakeholder relationships including industry and national, state and local government authorities.
- Significant experience at the strategic level managing multi functional and complex commercial relationships, preferably in an outsourced or managed services environment with a focus on the development and implementation of merger and acquisition strategies and frameworks that align with the commercial and industry value drivers whilst supporting achievement of the Business Plan.
- Share experiences and knowledge with colleagues and internal organizations to build intellectual capital and showcase thought leadership.

WORKING RELATIONSHIPS

CONTACT	PURPOSE
CEO.	Keep CEO informed of significant issues and identify strategic leverage opportunities.
General Managers in Construction	Provide strategic oversight and leadership and guidance.
CFO/Head of PD and S.	Financial and commercial strategies and decisions evaluation and pursuit of opportunities.
Senior Stakeholders at Telcos, Infrastructure and Media providers.	Strategic relationship management.

JOB DESCRIPTION

Position Number	100001	Reports to	CEO
Position Title	Head of Network Operations	Location	Sydney

JOB PURPOSE

This role has overall responsibility for establishing, leading and managing all aspects of NBN Co's Network Operations, including the National Operations Centre (NOC), Operations Support, National Field Operations and management and the operations and billing system design and implementation. Lead and manage the NBN Co Enterprise IT design, build, implementation and operation. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution.

KEY ACCOUNTABILITIES

- Responsible for leading the installation of all services, including:
 - Management of outsourced equipment Vendor Installation and acceptance.
 - Equipment management.
 - Interconnect management.
 - Retail Service Provider (RSP) collocated equipment installation plan review and acceptance.
- Determine how the installation is planned, designed and built.
- Design build and operate the NOC, including:
 - Network monitoring and management.
 - Tiered support and remote, cross network fault analytics and solutioning that work on inter RSP fault processes.
 - Input into vendor support agreements.
 - Dispatch and administration to manage workforce, incidents and planned outages.
 - Spares and logistics planning.
 - Training of all operation staff to the standards and requirements of the job.
- Build and ongoing improvement of industrial strength scalable operations processes.
- QA/monitoring of construction activities and acceptance testing before handover to Network Operations.
- Onboarding of access seekers to the NBN Co network.

- Provide service desk services to RSPs.
- Lead and manage the CIO team and work plan to ensure that NBN Co enterprise systems support the needs of the business and ensure optimised system architecture, project planning and management to deliver the required ERP, business systems (including OSS/BSS).
- Facilitates the development, maintenance and monitoring of Network Operations organisational plans.
- Responsible for preparing the Network Operations organization for ongoing change.
- Ensures clarity, understanding and commitment from all stakeholders.
- Responsible for the development and management of integrated, strategy aligned departmental work plans.
- Responsible for the development of annual revenue targets.
- Responsible for development and management of the annual operating and capital budgets.
- Establishing and driving a robust HSE just culture within NBN Co.
- Defining and delegating HSE responsibilities.
- Ensure the effective implementation of the NBN Co HSE management system to manage risks and ensure legal compliance.

CONTRIBUTION MEASURES

- Financial management.
- People management.
- Customer satisfaction.

NBN CO LEADERSHIP CAPABILITIES

- Systematically gains insights about long term needs through feedback and gaining mentoring from role models.
- Has a clear view of where the organisation needs to go and sets a strategy to achieve the outcome.
- Understands priorities for own area over a 3 - 5 year horizon and sets strategy to achieve results and outcomes.

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PERSON SPECIFICATION

QUALIFICATIONS

- Tertiary qualifications and or higher preferably in technical or business disciplines.

SKILLS AND EXPERIENCE

- The candidate must have significant experience in management roles with a minimum of 5-8 years in senior leadership levels.
- The candidate must have a proven record of leading teams and managing through ambiguity.
- Significant experience at the strategic level managing multi functional and complex commercial relationships within the telecommunications industry. Experience within start up organisations and large scale complex environments with a focus on the development and implementation of merger and acquisition strategies and frameworks that align with the commercial and industry value drivers whilst supporting achievement of the Business Plan.
- Share experiences and knowledge with colleagues and internal organizations to build intellectual capital and showcase thought leadership.
- The candidate must be a high calibre individual with the leadership maturity to be able to manage their own demands, manage a multi disciplined team, interact and influence with both internal and external stakeholders in the telecommunications, engineering, technology or construction industries.
- The candidate must have the ability to discuss and negotiate commercial outcomes with a strong commercial knowledge and business awareness, having applied them in a “grey” and dynamic environment within the technology or telecommunications industry.
- The right candidate will be energised by being able to achieve outcomes in an environment of managing complex external and internal stakeholder relationships including industry and relevant parties.

WORKING RELATIONSHIPS

CONTACT	PURPOSE
CEO.	Keep CEO informed of significant issues and identify strategic leverage opportunities.
General Managers in Network Operations	Provide strategic oversight and leadership and guidance.
CFO/Head of PD and S.	Financial and commercial strategies and decisions evaluation and pursuit of opportunities.
Senior Stakeholders at Telcos, Infrastructure and Media providers.	Strategic relationship management.

JOB DESCRIPTION

Position Number	310001	Reports to	CEO
Position Title	Head of Product Development and Sales	Location	Sydney

JOB PURPOSE

The Head of Product Development and Sales has overall responsibility for providing strategic direction and leadership to the Product Development and Sales and New Developments Teams at NBN Co.

This is both a tactical and strategic role that has far-reaching implications for not just NBN Co, but the telecommunications industry in Australia. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution.

KEY ACCOUNTABILITIES

- Lead the design, development and implementation of all NBN Co Product and Service Offerings.
- Lead the design, development and implementation of strategies and frameworks to support the effective implementation of NBN Co's National Industry Engagement, Product Sales and Marketing Strategy and Plans.
- Establish appropriate product development and sales related governance frameworks that support delivery of products and services in accordance with approved revenue and expenditure targets, including;
 - Customer engagement and account management frameworks.
 - Sales and contract delivery management and monitoring.
 - Supplier and operational performance frameworks.
 - Quality management frameworks.
 - Flexible resource capabilities.
- Responsible for generation of all NBN Co revenues.
- Lead the design, delivery and build of NBN Co network and products in all new premises developments.
- Promote the development of frameworks and forums that support timely and efficient exchange of information between Product Development and Sales Teams and Service Provider Groups on client needs and industry and product developments.
- Lead and manage staff in accordance with NBN Co policies and procedures, and providing technical training and mentoring, developing and managing staff development.
- Establishing and driving a robust HSE just culture within NBN Co.
- Defining and delegating HSE responsibilities.
- Ensure the effective implementation of the NBN Co HSE management system to manage risks and ensure legal compliance.

ADDITIONAL ACCOUNTABILITIES

Lead the activities required to establish and build the product development and sales capability at NBN Co including Retail Service Provider engagement, wholesale broadband and strategic access undertaking agreements.

Initiate discussions and engagement frameworks to support constructive dialogue and establishment of relationships with key senior stakeholders at the major telecommunications companies and Internet Service Providers in Australia.

CONTRIBUTION MEASURES

- Revenue management.
- Financial management.
- People management.
- Customer satisfaction.

NBN CO LEADERSHIP CAPABILITIES

- Systematically gains insights about long term needs through feedback and gaining mentoring from role models.
- Has a clear view of where the organisation needs to go and sets a strategy to achieve the outcome.
- Understands priorities for own area over a 3 - 5 year horizon and sets strategy to achieve results and outcomes.

VALUES

At NBN Co, our values act as reference point for everything we do. Our staff must personally and professionally demonstrate the following values in their actions, behaviours and decisions. This will include dealing with our customers, each other, the community, our suppliers and our owners.

- We engender Trust and Integrity and are known for this.
- We are Authentic, speak-up and involve both ourselves and others.
- We are Collaborative – one team focused on outcomes.
- We are Flexible to fit our circumstances.
- We are Disciplined and Reliable and meet our commitments.

PERSON SPECIFICATION

QUALIFICATIONS

- Tertiary qualifications and/or higher preferably in technical or business disciplines.

SKILLS AND EXPERIENCE

- Significant experience in leading the development and implementation of business-to-business sales strategies and business development frameworks that align with the commercial and industry value drivers whilst supporting achievement of the Business Plan and Revenue targets.
- Share experiences and knowledge with colleagues and internal organizations to build intellectual capital and showcase thought leadership.
- The candidate must be a high calibre individual with the leadership maturity to be able to manage their own demands, manage a multi disciplined team, interact and influence with both internal and external stakeholders in the telecommunications, engineering, technology or construction industries.
- The candidate must have the ability to lead discussions / negotiations of complex commercial outcomes with a strong commercial knowledge and business awareness, having applied them in a “grey” and dynamic environment within the technology or telecommunications industry to deliver long term value to both public and private sector partners.
- The right candidate will be energised by being able to achieve outcomes in an environment of managing complex stakeholder relationships.

WORKING RELATIONSHIPS

CONTACT	PURPOSE
CEO.	Keep CEO informed of significant issues and identify strategic leverage opportunities.
General Managers in Commercial Strategy.	Provide strategic oversight and leadership and guidance.
CFO/Head of PD and S.	Financial and commercial strategies and decisions evaluation and pursuit of opportunities.
Senior Stakeholders at Telcos, Infrastructure and Media providers.	Strategic relationship management.

JOB DESCRIPTION

Position Number	660001	Reports to	CEO
Position Title	Head of Strategy Business Development	Location	Sydney

JOB PURPOSE

The Head of Strategy Business Development has overall responsibility for assessing the likely evolution of the broadband industry across the broad value chain and the resulting implications for NBN Co and its business model, including but not limited to:

- Evaluation of business development opportunities.
- Identification of implications for NBN Co products and pricing.
- Assessment of potential threats and opportunities and identification of the most appropriate response.

This is a key role that focuses on providing strategic insight and opportunity identification and evaluation to the CEO, the Senior Executive and the Board. The role is an active member of NBN Co Exco and as such makes an enterprise-wide contribution.

KEY ACCOUNTABILITIES

- Lead the design, development and implementation of on-going industry tracking, locally and internationally, that identifies major trends and discontinuities and the resulting implications for NBN Co.
- Lead the assessment of major strategic choices and business development opportunities for NBN Co including an evaluation of alternative options.
- Provide input to major initiatives currently underway with a particular focus on the strategic implications and the impact on industry dynamics.
- Promote the development of frameworks and forums that support timely and efficient exchange of information between Product Development and Sales; business development and Service Provider Groups with respect to industry evolution.
- Lead and manage staff in accordance with NBN Co policies and procedures. Providing technical training and mentoring, developing and managing staff development.
- Establishing and driving a robust HSE just culture within NBN Co.
- Defining and delegating HSE responsibilities.
- Ensure the effective implementation of the NBN Co HSE management system to manage risks and ensure legal compliance.

ADDITIONAL ACCOUNTABILITIES

- Lead the activities required to establish and build the business development capability at NBN Co.
- Initiate discussions and engagement frameworks to support constructive dialogue and establishment of relationships with key stakeholders.

CONTRIBUTION MEASURES

- Financial management.
- People management.
- Identification of major strategic challenges and opportunities.
- Effective assessment of strategic options.

NBN CO LEADERSHIP CAPABILITIES

- Anticipates evolving trends and acts quickly on opportunities.
- Able to look beyond the current context to identify emerging shifts in regulation, competition, technology and demand.
- Generates new commercial options with defined risk and return criteria to grow profit and opportunities.

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- We are Collaborative – one team focused on outcomes.
- We are Flexible to fit our circumstances.
- We are Disciplined and Reliable and meet our commitments.

PERSON SPECIFICATION

QUALIFICATIONS

Tertiary qualifications and/or higher preferably in business discipline.

SKILLS AND EXPERIENCE

- A high calibre executive with a background in strategic and management consulting with the leadership maturity to be able to manage themselves, manage a multi disciplined team, interact and influence with both internal and external stakeholders in the telecommunications, media, technology or construction industries.
- The candidate must have the ability to lead discussions / negotiations in complex commercial outcomes with a strong commercial savvy and the ability to identify and demonstrate the business value of opportunities to both public and private stakeholders.
- The right candidate will be energized by being able to achieve long term outcomes in a highly regulated environment of managing complex stakeholder relationships.
- Significant experience in leading business development initiatives that align with the commercial and industry value drivers whilst supporting achievement of the Business Plan and revenue targets.
- Share experiences and knowledge with colleagues and internal organizations to build intellectual capital and showcase thought leadership

WORKING RELATIONSHIPS

CONTACT	PURPOSE
CEO	• Keep CEO informed of significant issues, identify strategic leverage opportunities • Provide strategic analysis and advice
Senior Function Heads	Provide strategic analysis and advice
CFO/Head of Commercial Strategy/PD and S	Financial and commercial strategies and decisions evaluation and pursuit of opportunities
Senior Stakeholders at Telcos, Utilities, etc.	Strategic relationship management