



Job Specification

Position Title	General Manager Strategy and Services Planning	No:	
Reporting to	Managing Director		

Role Purpose

The role of the General Manager Strategy and Services Planning is to lead the development and implementation of the Services Planning Strategy and the Organisational strategic direction, across the whole organisation. The General Manager will forward plan our service requirements as well as future asset design and management information delivery/data governance. They will facilitate the GMW strategic plan, pricing submission, corporate plan and transformation program management.

This position contributes to the management of the organisation as a member of the Leadership Team to enable the realisation of our vision of delivering for our region and our future.

The key strategic outcome of this role is to lead the organisation to ensure a sustainable business and viable customers, ensuring GMW makes long term, sustainable decisions focused on efficiency, finance and assets.

Stakeholders:	GMW Leadership team including the Managing Director and Board. A wide range of stakeholders including DELWP, Parks Victoria, Ministers Office, MDBA, External Interest Groups.
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Knowledge, Skills and Experience:

- Extensive experience in strategic and operational services planning or asset management.
- Demonstrated experience in leading development and implementation of Asset Management related strategies and systems.
- Demonstrated ability to lead the development and successful implementation of transformational complex and sensitive projects including an emphasis on engaging key leaders, contributors and stakeholders.
- Proven ability to achieve best practice through process innovation, benchmarking and continuous improvement activities in service delivery for the benefit of customers.
- Strong commercial acumen experience and customer mindset to achieve targets and drive performance.
- Proven judgment working in a corporate environment with complex issues, programs and stakeholders.
- Demonstrated ability to build and maintain strong corporate and stakeholder relationships.
- Demonstrated ability to innovate and unlock value for our customers.
- Superior influencing and leadership skills. Resilient and capable of managing ambiguity.
- Demonstrated ability to negotiate, influence and engage others and gain the support and confidence of senior management and key stakeholders.

- Demonstrated ability to think strategically, to identify emerging issues, problem solve and apply creative solutions.
- Highly developed oral and interpersonal skills, and demonstrated ability to negotiate with and advise senior management on People, Culture and Safety issues.
- High level of organisational skills with proven ability in setting priorities and operating within strict deadlines.
- Proven ability to deliver projects on time and within budget.
- Demonstrated ability to lead, manage and motivate employees to achieve their full potential.

Key Result Areas	Key Responsibilities	KPIs
Set the Organisation and Services Strategy	<ul style="list-style-type: none"> • Lead the development, implementation of the corporate plan, the annual report and the transformation working plan • Work with partners to attract investment in the GMID • Work with the Board and Managing Director to ensure effective establishment and governance of the 20yr, 5yr and 1yr capital program 	Feedback from the Board and Managing Director
Asset Management Excellence	<ul style="list-style-type: none"> • Lead the development and implementation of the Asset Management, Asset Information strategies and improvement plans • Lead the development of one off continuous improvement projects i.e. Digital Transformation Strategy 	Business results
Inspire, lead and develop a diverse group of People	<ul style="list-style-type: none"> • Establish and support an open and honest working environment for employees fostering collaboration and teamwork • Identify and develop leaders at all levels of the business • Promote safety and wellbeing for all employees • Role model GMW leadership capabilities and constructive behaviours 	360-degree feedback Employee Engagement outcomes Safety outcomes
Drive Exceptional Performance	<ul style="list-style-type: none"> • Drives the achievement of results • Effectively leads and manages organisational change • Fosters a high performance culture by setting clear goals, holding people accountable and managing performance 	Business results
Manage external and internal relationships	<ul style="list-style-type: none"> • Influence multiple and diverse stakeholders, internal and external to the business to ensure the reputation of the business is enhanced • Ability to build trusting relationships with all stakeholders to support the achievement of the Strategic Direction 	Stakeholder feedback

Classification/Band	Executive Contract	
Employment Status	Fixed Term – Full Time	
Salary	Executive range	
Position reports to	Managing Director	
Location	Tatura	
Delegations	Financial: Level 1	Human Resources: Asset Design, Forward Planning, Information Services and PMO teams
Position Contact	Charmaine Quick	
Qualifications	Relevant tertiary qualification. Post Graduate qualification in business administration highly desirable.	
Policy Check required	Yes	
Victorian Drivers Licence	Yes	
Approver/Approval Date	Charmaine Quick – 23/04/2019	