

# Director Business Performance (temporary)

## Summary

<b>Title</b>	Director Business Performance	<b>Basis of employment</b>	Temporary (12 months) Full time / Part time
<b>Closing date</b>	12 June 2024 (midnight)	<b>Location</b>	145 Ann Street, Brisbane
<b>Contact details</b>	<a href="mailto:hr@qca.org.au">hr@qca.org.au</a> Human Resources Unit 07 3222 0555	<b>Annual salary</b>	FTE salary level within band will be determined subject to candidate's skills and experience: \$230,000 - \$250,000
<b>Reporting line</b>	Chief Executive Officer	<b>Number of direct reports</b>	3 x Project/Program Managers

## This opportunity

As Director Business Performance, you will be responsible for planning, organising, leading and managing the activities of the Business Performance Teams.

Business Performance is responsible for the implementation and monitoring phases of economic regulation decisions following the making of a decision. The range of implementation and monitoring tasks is broad and sometimes may involve short-term regulatory investigations in access, energy and competitive neutrality.

The Business Performance Teams also take a lead role during project lead-in periods, when the QCA is awaiting government referrals and/or awaiting internal resource availability. The teams undertake monitoring activities under relevant legislation.

## Key responsibilities

You will:

- plan, organise and manage the Business Performance work programme, including
  - resourcing the Business Performance teams so that the QCA can deliver the tasks that comprise implementation and monitoring of economic regulation decisions

- leading and controlling the activities of the Business Performance teams so as to deliver the Business performance work programme in accordance with the plan
- where required, manage the lead-in periods of projects prior to the receipt of specific project instructions/referrals and subsequent allocation of dedicated QCA resources
- work effectively with the Peer Review Team to maintain the quality of the "products" delivered by Business Performance
- develop productive and collaborative business relationships with Project and Program Managers and the Directors of Economic Regulation, Peer Review and Corporate Services
- contribute to the leadership of the QCA (as a member of the Senior Leadership Team (SLT) and partner with other SLT members to actively demonstrate and promote the QCA's values that drive the QCA culture.

## **Success criteria and core capabilities**

We will assess your suitability for this role by looking at what you have done previously (the knowledge, skills and experience you have gained), your potential for development and your personal qualities. We will consider how well you demonstrate the following:

### **Technical skills**

- At least 10 years experience in economic regulation both as a member and, more latterly, as a leader of teams undertaking economic regulation work.

### **Leadership skills**

- Strong leadership skills with a proven ability to get things done by and through other people in ways that achieve organisational goals and objectives whilst encouraging and motivating the individuals and teams concerned
- Highly developed people management skills with a demonstrated ability to effectively employ situational leadership styles as and when appropriate
- Experience in negotiating and managing conflict in ways that produce "win/win" outcomes
- A proven ability and experience in working collaboratively and effectively as a member of the senior management team, and to lead by example.

### **Interpersonal/communication skills**

- A proven ability to engage effectively with the Board, senior management, peers and staff alike as a confident and engaging communicator on a range of technical and non-technical matters
- Effective persuasion, negotiation and mediation skills, particularly when dealing with sensitive matters.

### **Management skills**

- A well-developed ability to plan, prioritise and manage competing work demands for yourself and team members to ensure delivery of organisation goals and objectives in a timely manner
- An ability and experience in effectively managing stakeholder expectations
- A commitment to QCA strategic goals and values and corporate governance requirements.

## Role requirements/qualifications

Tertiary qualifications in economics, accounting, commerce or law are highly regarded.

## Special conditions

This role requires satisfactory clearance of a variety of pre-employment checks, which may include criminal history checks, national police checks and financial history checks. Failure to consent to the required checks will render you unsuitable for the role.

Any personal information obtained in the application process will be treated as confidential and held securely by the QCA.

## Additional information

This is a temporary 12-month vacancy.

If you would like more information about the QCA, this role and the benefits of working for us, please refer to the Candidate Information Pack.

## How to apply

### Please provide:

- your resume, which gives details of your relevant experience and qualifications
- a cover letter (maximum 2 pages), in which you:
  - highlight your skills and where/how you obtained your experience
  - demonstrate your ability to undertake the responsibilities and requirements of the role as outlined in 'Success criteria and core capabilities'.

Applications can be submitted via email to [hr@qca.org.au](mailto:hr@qca.org.au).