

POSITION DESCRIPTION

HEAD OF COMMERCIAL

Location: Melbourne, Brisbane or Gold Coast

Reports to: Chief Homes Officer

Supervises: Commercial Managers, Senior Commercial Manager, Treasurer

CHL Capability Band: #4



Primary Purpose:	The Head of Commercial leads CHL's commercial function, driving the organisation's housing investment, capital strategy, and commercial innovation to enable the sustainable growth of social and affordable housing. This role is responsible for building and developing a high-performing commercial team, ensuring robust investment analysis, sound financial structuring, and disciplined risk management across the housing development pipeline. By fostering strong internal and external partnerships, providing expert advice to executive leadership and the Board, and championing continuous improvement, the Head of Commercial ensures CHL is positioned to capitalise on emerging opportunities and deliver impactful housing outcomes in alignment with the organisation's mission and values.
Context:	This is a leadership role driving CHL's vision, values, mission and goals. Senior leaders are expected to build and promote a safe, healthy and respectful environment that is free from harassment and discrimination while creating opportunities for, and role modelling work life balance.
Work Health & Safety	Ensure all tasks and activities associated to the role's operations comply with WHS legislation, relevant State jurisdiction and CHL health and safety policies, processes, procedures and directions
Responsibilities:	<p>Key Responsibilities:</p> <ol style="list-style-type: none"> Lead Commercial Team - Lead and develop the Commercial team, providing strategic direction and building capability that fosters a high performance culture and commercial discipline in alignment with organisational goals. Investment Governance - Drive the implementation and continuous improvement of CHL's Investment Framework. Ensure investment decision are underpinned by sound analysis, strong governance, risk tolerances, financial performance and organisational impact objectives. Capital Strategy & Financial Structuring – Lead the sourcing and structuring of capital across CHL housing development pipeline, including from government, banks and private sector partners. Optimise and create innovative structuring solutions to support scalable and sustainable growth. Innovation – Monitor market trends and policy development to position CHL to take advantage of emerging and innovative opportunities to enable scaling of housing outcomes. Commercial Due Diligence - Oversee the assessment and execution of new project opportunities, ensuring robust commercial analysis, due diligence, risk assessment and impact evaluation to support quality decision making. Executive and Board Engagement – Prepare and present investment recommendations to CHL's executive team and Board. Provide expert commercial advice to inform strategic decisions, ensuring proposals are financially sound and consistent with CHL's objectives and values. Stakeholder Engagement & Negotiation - Act as CHL's senior representative in key commercial negotiations. Build and maintain strong relationships including with government agencies, lenders, and transaction partners to support CHL's growth and impact objectives. Risk Management – Identify and manage commercial and financial risks ensuring issues are addressed proactively and mitigated. Capital Management – Ensure capital and financing arrangements are effectively managed throughout project delivery. Monitor performance against project budgets and project objectives. Teamwork: Actively participate in the Homes Division leadership group to foster close working relationships and contribute to strategic discussions and continuous improvement
Technical Skills, Experience & Qualifications:	<ul style="list-style-type: none"> 10 years experience in housing, finance, or property development. Bachelors degree in related discipline. Post Graduate qualification in related discipline highly regarded Strong leadership and communication skills, with the ability to influence across internal and external stakeholder groups.

	<ul style="list-style-type: none"> • Proven track record in leading large-scale housing projects, including investment structuring and development. • Demonstrated experience in managing complex capital projects, • Strong understanding of affordable and social housing policy, funding frameworks (e.g. HAFF), and regulatory environments. • Experience in organisational planning, investment analysis, and risk-informed decision-making. • Commercial acumen with expertise in capital structuring, contract negotiation, and portfolio performance management. • Ability to navigate complex policy and funding environments and translate into operational implementation • Commitment to CHL's mission and values.
Key Capabilities:	<p>Engages with Risk: Utilises knowledge of historical, political, and contextual factors to inform risk assessment and mitigation. Makes tough corporate decisions and takes calculated risks when necessary to achieve desired outcomes.</p> <p>Client Focus: Cultivates a culture of service excellence, ensuring a high-level awareness of client issues. Emphasises meeting and exceeding client expectations.</p> <p>Achieves Results: Promotes a culture of achievement and fosters a quality focus. Sets high performance standards and consistently delivers outstanding results.</p> <p>Innovation and Creativity: Drives innovative alternatives and solutions through creative thinking. Encourages continuous improvement and values exploring new ideas.</p> <p>Strategic Thinking: Considers multiple perspectives and assesses key issues strategically. Develops solutions aligned with CHL's strategic goals.</p> <p>Leadership: Engages and inspires others in the strategic direction of the work area. Effectively communicates expectations and guides employees towards desired outcomes.</p> <p>Business Acumen: Possesses a comprehensive understanding of CHL's entire business cycle, from strategy development to execution. Stays updated with the latest legal, regulatory, market, and technological developments that impact CHL's operations. Demonstrates a keen awareness of the political landscape and its influence on business decisions.</p> <p>Self-Awareness: Engages in critical self-analysis of performance and behaviour. Actively seeks feedback and demonstrates a commitment to personal growth.</p> <p>Guides, Mentors, Learns: Develops workforce capability through training and development. Mentors employees and supports professional growth.</p> <p>Communication: Engages, persuades, and impresses a wide range of audiences. Tailors messages to different stakeholders and utilises various communication channels.</p> <p>Integrity: Champions adherence to CHL's standards and promotes a culture of integrity and professionalism. Addresses breaches of values and standards proactively.</p> <p>Financial Management: Oversees budgets, reviews financial performance, and ensures adequate resources. Defines business plans with reference to key financial indicators and ensures compliance with financial delegations.</p> <p>Stakeholder Management: Proficiently manages diverse stakeholders and balances competing interests. Builds strong relationships to achieve organisational objectives.</p> <p>Cultural Competence: Exhibits understanding and respect for diverse cultures and backgrounds. Promotes inclusivity and diversity within the organisation.</p> <p>Technology Adoption: Promotes strategic use of technology for innovation, efficiency, and competitive advantage. Guides digital transformation initiatives.</p> <p>Environmental and Social Responsibility: Demonstrates commitment to environmental sustainability and ethical business practices. Leads initiatives to minimise environmental impact and contributes to social causes.</p> <p>Crisis Leadership: Displays resilience and composure in times of crisis. Provides effective leadership to safeguard the organisation's reputation and ensure continuity of operations.</p>