



Senior Commercial Manager - Integration

POSITION DETAILS

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| Department / Team: Legal and Commercial | Reports to (title): General Counsel, Delivery |
| # Direct Reports: 5 | # Indirect Reports: 0 |
| Location: Brisbane | |

THE CROSS RIVER RAIL PROJECT

The Cross River Rail Delivery Authority is building a new 10.2km rail line that includes 5.9km of twin tunnels running under the Brisbane River and CBD; with four new underground stations at Boggo Road, Woolloongabba, Albert Street and Roma Street.

Once complete, it will provide trains with a much-needed alternative rail path through the core of the current SEQ Rail network, unlocking a bottleneck and allowing more trains to run more often across the whole of South East Queensland.

The Cross River Rail Delivery Authority is also delivering multiple supporting projects and activities in conjunction with Department of Transport and Main Road. These include accessibility rebuilds for eight surface stations, construction of three new stations on the Gold Coast; upgrades for stabling yards; track works and surface rail enhancements; and the introduction of a new ETCS digital signalling system.

Further Information: www.crossriverrail.qld.gov.au

OUR VALUES AND BEHAVIOURS



WE COLLABORATE

- We treat each other with respect and speak up when this doesn't happen.
- We share information to help everyone be successful.
- We have honest conversations, no agendas or surprise.
- We are curious, asking questions to understand.
- We work through issues together and help each other.



WE INNOVATE

- We are inclusive, listening to and encouraging differing views.
- We challenge and push the boundaries.
- We apply and share our knowledge to do better.
- We seize our opportunity to set new standards and benchmarks.



WE DELIVER

- We act safely at all times.
- We do what we say we will do and when we will do it.
- We understand our individual role and how it fits into the project's success.
- We take responsibility for our work and speak up when we need help.
- We are committed to continuous development and take every opportunity to review, learn and improve the way in which we are delivering the project, learn improve.

ROLE OVERVIEW

The Senior Commercial Manager – Integration is responsible for leading the Delivery Authority's commercial management of cross package, interface and integration matters across the Cross River Rail Delivery program.

The primary focus of the role is to advise on the management and mitigation of commercial and contractual risks and issues that arise in connection with the integration of infrastructure, systems and assets delivered under multiple packages into a single, operational railway ready for Day 1 train services. This includes providing senior commercial leadership and strategic advice to address cross-package interfaces and issues, particularly where contractual scope, access issues, testing programs or contractual drivers, including incentive arrangements, may create points of misalignment between delivery partners.

Reporting to the General Counsel, Delivery, the Senior Commercial Manager – Integration is part of the leadership group within the Legal and Commercial, Delivery function contributing to senior-level decision making on complex commercial matters. The position leads the Commercial Integration team and is accountable for setting and coordinating the Delivery Authority's commercial position on integration and interface issues, working closely with the Lead Integrator and relevant delivery teams.

The role focuses on identifying and managing program wide commercial risks arising from scope nexus points between the TSD, RIS, ETCS and related contracts, and on formulating commercially sound, defensible strategies to resolve complex multi-party issues. This includes coordinating information and inputs from across the business, supporting major integration related transactions, and ensuring commercial pathways are aligned to contractual guardrails, delivery objectives and broader network integration requirements.

KEY RESPONSIBILITIES

Commercial Integration Leadership

- Lead the Commercial Integration team, which team has primary responsibility for managing cross package, interface and program wide commercial issues.
- Set and drive commercial strategy for matters that cut across the TSD, RIS, ETCS and other delivery packages, ensuring positions are coordinated, defensible and aligned to program objectives.
- Provide mature and experienced advice and leadership in relation to the commercial aspects of delivery issues such as integration, testing of a live rail environment, access for multiple parties within a constrained, live rail environment, commissioning of the delivered assets and transition to operations.

Program Wide Commercial Strategy and Risk

- Identify, assess and manage commercial risks arising from integration, interface and scope nexus issues, including risks to time, cost, quality and liability.
- Formulate and lead commercial approaches to resolving complex multi-party issues involving contractors, alliance partners, Lead Integrator, Queensland Rail, TMR and other State entities, including management of existing cross-package agreements.
- Provide clear, practical advice to senior leaders on commercial pathways, trade-offs and consequences where program outcomes are at risk.
- Ensure the State's contractual rights and entitlements are protected while enabling delivery solutions, working closely and collaborating strongly with the Legal, Delivery team.

Contractual and Transactional Leadership

- Lead or support major commercial transactions and resets associated with integration outcomes, including incentive mechanisms and variations with program wide impact.
- Ensure integration related commercial correspondence, notices and recommendations are accurate, timely and aligned across packages.

Stakeholder Engagement

- Act as the primary commercial interface with the Lead Integrator and key integration stakeholders in a collaborative manner.
- Build trusted relationships with delivery directors, package teams, legal, program controls and engineering to ensure commercial positions are effective and defensible within the contractual framework and deliver on



outcomes required by the business.

- Represent the Delivery Authority in senior level commercial negotiations and forums relating to integration and interface matters.
- Influence outcomes in complex, high pressure environments involving competing priorities and stakeholders.

People Leadership & Capability

- Lead, support and develop the Commercial - Integration team in the delivery of their responsibilities including setting and supporting completion of performance and development plans.
- Support capability uplift through coaching, knowledge sharing and consistent commercial practices.
- Build integration specific commercial capability across the broader Commercial and Legal function through coaching, guidance and knowledge sharing.
- Foster a culture of teamwork, accountability, integrity, transparency and high professional standards in line with Delivery Authority values.
- Lead with sound judgement, clarity, maturity, professionalism and a strong sense of collaboration in fast-paced and high-pressure situations.
- Support the team to collaborate effectively and deliver outcomes in time critical environments.

Governance, Compliance & Assurance

- Ensure compliance with contractual obligations and legislative requirements.
- Promote strong commercial governance frameworks, processes and controls.
- Contribute to continuous improvement initiatives across commercial systems, tools and ways of working.

KEY COMPETENCIES

- Significant experience (typically 12+ years) in senior commercial, contracts or legal roles within large infrastructure or complex construction environments.
- Relevant tertiary qualification in Law, Engineering, Construction Management, Business or a related discipline, or equivalent experience.
- Demonstrated experience leading commercial strategy for cross package, interface or multi party issues.
- Strong commercial judgement in navigating commercial risk, incentives, claims, contractual disputes and negotiations.
- Demonstrated ability to deliver commercial outcomes in complex environments where stakeholder priorities and commercial drivers conflict, through collaborative problem solving, clear definition of deliverables and negotiation of mutually acceptable outcomes.
- Proven ability to lead and develop high-performing specialist teams by drawing on strong interpersonal skills, sound judgement and emotional intelligence to foster alignment and trust.
- Highly developed written and verbal communication skills, including preparation of high-quality briefings and recommendations for senior leaders.
- Strong stakeholder engagement skills across contractors, advisors, executives and government entities.