



ABOUT US

We are a team of forestry professionals engaged in the industry from the seed to the end-product. We work with community, industry and government to create a vibrant forestry industry. We will create an environment of innovation, ensuring that our forests are a sustainable resource for the future.

POSITION DETAILS

Position title:	Business Transformation Manager
Level:	Level 8
Position number:	TBA
Division:	New Business and Innovation
Branch:	New Business and Innovation
Award/Agreement:	GOSAC Award / Public Sector CSA Agreement
Location:	Perth

REPORTING RELATIONSHIPS

This position reports to:	Director New Business and Innovation
Number of positions supervised:	0

ROLE SCOPE

The FPC will be transitioning to a new business model as part of major changes in our operating environment, including the West Australian Government's changes to native forest policy and commitment to a new investment in softwood plantations over the next decade. This shift will entail a significant change in the FPC's business model, including workforce skills, external stakeholder relationships and system changes.

A Business Transformation Program 2022 – 2023 has been initiated that will enable the FPC to successfully navigate this process. Working closely with Executive, this role will lead the development, coordination, management and delivery of initiatives.

DUTIES AND RESPONSIBILITIES

Strategy, Planning and Execution of Business Transformation

- Provide direction, strategic leadership and management of the Business Transformation Program through effective project management
- Working with an external advisor, identify, develop and assess the viability of future commercial business models for the FPC
- As part of the Business Transformation Steering Committee, provide oversight, advice and recommendations to the Executive on the implementation of the preferred business model
- Prepare impact analyses and assess change readiness for the implementation of future business model (taking into account likely changes to processes, stakeholder relationships, organizational systems and workforce skills)
- Identify, analyse and prepare risk mitigation tactics and reports on risks, issues and developments that may impact on all workstreams of the Business Transformation Program
- Ensure excellent and robust governance arrangements across all Business Transformation workstreams
- Lead the implementation and evaluation of the future business model by ensuring required government and corporate outcomes are met and results are evaluated
- Ensure all practices under the Business Transformation Program are consistent with relevant legislation, and develops and implements strategies, policies and procedures as required
- Provide strategic and specialist advice and recommendations to Executive and the Business Transformation Reference Group in regard to the application and implications of program initiatives
- Work with the People and Culture branch to support organisational design and definition of roles and responsibilities as required
- Monitor best practice and current/emerging trends and ensure that program outcomes are reflective of these
- Develop evaluation strategies and conducts reviews and assessments of program outcomes; and
- Provide effective leadership and support so that the business transformation vision is delivered using innovative solutions.

Stakeholder Engagement

- Establish, develop and maintain high level strategic relationships with key stakeholders, both internal and external
- Plan and implement effective stakeholder engagement actions to drive understanding amongst key influential stakeholders to influence successful implementation of future business model
- Develop communication materials for consultation and participation with key internal and external stakeholder groups
- Promote and foster a productive, open and collaborative environment that supports transformation and forward thinking; and
- Consult and influence at a high-level across all FPC work programs and streams, to enable implementation of the Business Transformation Program.

SELECTION CRITERIA

Applicants will be assessed on their capacity to meet the following criteria in the context and scope of the position.

Essential

1. Highly developed project management and business planning skills, including a proven ability to effectively lead and influence others to achieve program outcomes
2. Highly developed conceptual and analytical skills, with a proven ability to provide innovative thinking in identifying solutions to complex problems.
3. Proven track record of success (5+years) leading transformational programs within complex environments
4. Well-developed interpersonal, verbal and written communication skills, including a demonstrated ability to work with colleagues and clients in a positive manner; and
5. Ability to build and sustain productive relationships with a diverse range of internal and external stakeholders, communicating and effectively influencing and negotiating desired outcomes.

Desirable

6. Change Management accreditation/certification (e.g. APMG or Prosci).
7. Qualifications and training in a relevant discipline or progress towards same.
8. Possession of current PRINCE2 and/or Managing Successful Programs (MSP) or equivalent project management certification.

OUR VALUES



Our values underpin everything we do. Each of us striving to be our best and treating each other well, this is what we stand for at the FPC. The ability to demonstrate how you will apply our values is important to us.

OTHER CONDITIONS

Allowance / Special conditions	<ul style="list-style-type: none">• Current Driver's License
Police Certificate	<ul style="list-style-type: none">• A current National Police Certificate is required• Overseas Police Certificates may be required

CERTIFICATION

The details contained in this document are an accurate reflection of the position.

Director or Delegate		People Services	
Signature	Date	Registered Stamp	Date