

# Principal Industry Development Officer

## OUR CULTURE

The **Department for Energy and Mining (DEM)** is committed to being the Most Transformative Energy and Mining Government Department in the World. To achieve this, we have developed four key enablers to high performing behaviour. These enablers underpin everything we do.

- Our culture is diverse, professional, accountable, respectful, and committed to safety. We work collaboratively so we all succeed.
- We are committed to demonstrating personal and professional leadership and value being recognised as leaders in our field.
- We deliver the best outcomes for South Australians.
- We listen and engage meaningfully so that our decisions and actions build a successful and sustainable future for all South Australians

We are a White Ribbon Accredited workplace that promotes gender equality and a zero tolerance of violence in the workplace.

## DEPARTMENT CONTEXT

DEM (SA) leads the global transformation economy, overseeing the responsible mining and production of the minerals, metals, and fuels of the future, to safely and sustainably generate the energy and low carbon products of the future. It's a staff of ~300 personnel across the state and with a central office in Adelaide.

Our low-cost power, leading regulation system and culture of innovation is leading to the decarbonisation of industry, new modern manufacturing opportunities, increased employment and greater prosperity and security for the people of South Australia.

We particularly acknowledge the essential role that traditional Aboriginal people play in the energy and mining sector as land managers, heritage custodians, business owners and community leaders.

DEM aims to double copper production in the next decade, with potential for a further 50% increase in the following ten years. Achieving this requires a sustainable water supply in northern SA. **The Northern Water Project** will desalinate water from the Upper Spencer Gulf and transport it north to support world-class copper mines.

Our small team is responsible for delivering the commercial and financial outcomes required to reach Final Investment Decision (FID). This includes water offtake agreements, major assessments (bankability, environmental, planning, pricing, SPV setup), and the overall project business case. The Project offers a climate-resilient water supply that could unlock decades of growth in northern SA, while reducing pressure on the Great Artesian Basin and River Murray, critical sources with high environmental and cultural value.

<b>ROLE TITLE</b>	<b>Principal Industry Development Officer</b>		
<b>CLASSIFICATION</b>	<b>ASO8</b>	<b>POSITION NUMBER</b>	<b>P68650</b>
<b>DIVISION</b>	<b>Northern Water Commercial Unit</b>		
<b>TEAM</b>	<b>Commercial</b>		
<b>DESIGNATED POSITION</b>	<b>No</b>		

## ROLE PURPOSE

The Principal Industry Development Officer provides strategic and commercial advice to support the delivery of the Northern Water Project. The role focuses undertaking a range of commercial activities required to set up a new operating entity, supporting commercial negotiations and contributing to the development of water offtake arrangements.

The role undertakes commercial analysis, supports risk assessment activities and manages commercially sensitive information in line with probity requirements. It also provides advice to Executive and the Minister and works collaboratively across government and industry to support coordinated project delivery.

## REPORTING / WORKING RELATIONSHIP

- Reports to: Associate Director, Northern Water Commercial Unit
- Direct reports: Nil
- Works with: Colleagues in DEM, Office of the Minister for Energy and Mining, South Australian Government agencies, Commonwealth Government agencies, and external stakeholders, including industry; academia; Not for Profit organisations.

## KEY OUTCOMES

- Provide strategic and commercial advice to the Director and Northern Water Commercial Unit, supporting the delivery of a climate-resilient industrial water supply for South Australia.
- Provide senior commercial leadership in the design and establishment of a future operating entity, including governance design, entity establishment activities and coordination of specialist legal, financial and accounting inputs.
- Coordinate the development of foundational corporate and governance documentation required to operationalise a new entity structure, including constitutions, shareholder agreements, governance frameworks and executive decision-making materials.
- Coordinate and contribute to commercial negotiations, including offtake and related agreements, ensuring alignment with Government objectives and project delivery timeframes.

- Lead commercial analysis and support risk assessment activities, including identifying and managing commercial, financial and delivery risks associated with the Northern Water Project.
- Manage commercially sensitive information in accordance with probity requirements, ensuring appropriate handling, storage and controlled dissemination.
- Provide timely, high-quality briefings and advice to Executive and the Minister on commercial matters, including negotiations, risks and stakeholder engagement.
- Work collaboratively across government agencies and project partners to support the coordinated delivery of commercial and procurement activities.
- Contribute to the development of business cases, funding proposals and investment strategies to support Commonwealth engagement and private sector participation.
- Support stakeholder engagement and communication activities to ensure alignment between industry, government and project objectives.

## KEY CHALLENGES

- This role operates within a complex, multi-agency environment involving commercially sensitive negotiations, evolving governance arrangements and competing stakeholder priorities.
- The Principal Industry Development Officer must exercise a high degree of professional judgement, initiative and strategic influence to support project outcomes and maintain alignment across government and external stakeholders.

## SELECTION CRITERIA

- Demonstrated ability to operate within a small team in a complex political, economic, social, technological, environmental and legal environment, exercising sound judgement and problem-solving skills.
- Demonstrated experience in providing timely, high-quality advice to senior decision makers.
- Demonstrated commercial acumen and experience working in or with industry, including exposure to commercial negotiations or market engagement.
- Experience contributing to the development and implementation of strategies, business cases or commercial initiatives in collaboration with stakeholders.
- Experience in commercial or strategic analysis, including the ability to interpret data and provide insights to inform decision making.
- Demonstrated high-level interpersonal, written and verbal communication skills, with the ability to build relationships, influence stakeholders and support negotiations on complex and sensitive issues.
- Demonstrated understanding of industry, infrastructure or resource sector markets, and the factors influencing investment, demand and commercial outcomes.

## ESSENTIAL QUALIFICATIONS

- Relevant tertiary qualifications in science, engineering, commerce, economics, project management, public policy or similar.

## SPECIFIC REQUIREMENTS

- DEM encourages flexible working arrangements such as working from home, part time work, job share, compressed weeks and purchased leave. Arrangements are negotiated with the appropriate manager.
- The incumbent will embrace diversity in all its forms and demonstrate inclusive behaviours in the workplace.
- The incumbent will be required to maintain a safe working environment by adopting appropriate hazard management practices consistent with the role.
- The incumbent is expected to uphold the ethical behaviour and professional integrity standards as contained in the *Public Sector Act 2009*, as well as comply with any other relevant legislated requirements.
- Some out of hours work may be required.
- Appointment to this role may be subject to a satisfactory National Police Check.