

Senior Manager, APAC

Start Date	Immediate	Duration	Full-time; Ongoing
Office Location	Preferred location: Brisbane. Melbourne, Canberra or Adelaide may also be considered	Reports To	Director, Pacific Partner Bilateral

Palladium is a global development and consulting firm, part of the GSI Consulting Group, working alongside some of the world's leading project management and engineering organisations. We partner with governments, businesses, investors and communities to design and deliver complex programs that create lasting impact. With a presence across more than 90 countries, Palladium offers the opportunity to work on meaningful challenges, alongside talented colleagues, in environments where your work can truly make a difference.

Purpose of Position

The Asia Pacific (APAC) Palladium corporate team wins and delivers projects for the APAC region as part of Palladium's global strategic initiatives and purpose around "Catalysing an enriched future for all".

As a Senior Manager in APAC Corporate, you are accountable for leading business development activities, supporting clients with relevant knowledge, unparalleled technical expertise, and an impact-focused precision to deliver excellence on complex projects. You will have the opportunity to manage large-scale, social, and economic change initiatives - from small pilot projects to sophisticated, multi-year programs that impact societies, economies, and lives. Adapting to dynamic environments and situations to realise results and deliver on-time and on-budget in any context is a critical component of this role.

Our key areas of work include:

- Infrastructure
- Climate change and nature-based solutions
- Economic and human development
- International and humanitarian aid and logistics
- Education, employment and skills

Working with children

Is this position likely to come into contact with children?

☐ Yes

☒ No

Primary Responsibilities

The primary responsibilities of the Senior Manager can be broadly described as follows:

Market and Business Development:

- Commitment to the delivery of company and regional objectives (Key Performance Indicators (KPIs)) ensuring that personal KRAs are delivered with excellence and timeliness.

- Act as the lead contributor to business development activities, playing a significant role in managing bid activities. This includes the design, capture and bid strategy on high value/ strategic bids; as well as the financial structuring and team selection for winning bids.
- Ensure a strong pipeline is maintained within the team and lead the identification, assessment and pursuit of new business opportunities.
- Conduct research on industry trends, client or country specific challenges, partners, competitors and market intelligence gathering.
- Build a strong network of client/ prospective client contacts and maintain client and stakeholder relationships across your assignments.
- Contribute to portfolio strategy design and implementation, and decisively and effectively lead and guide the team through strategic change.

Project Delivery

- Lead multiple/ complex projects providing technical and project management inputs and expertise.
- Lead project planning, implementation and review with a strong focus on contract management and financial management requirements.
- Take accountability for meeting project objectives and delivering value.
- Ensure sustainable business is embedded within project design and delivery, which includes developing relationships within hard to reach networks (clients, supply chain and recruitment).
- Lead procurement activities, focusing on our commitment to building diverse supply chains.
- Take full responsibility for budget management, approvals and managing scope creep.
- Develop an expert understanding of the company forecasting system and develop strategies to ensure accurate forecasting with minimal variance between budgeted forecasts and actuals.
- Lead the production of high quality reports, strategy documents and presentations for clients.
- Identify ways technology might transform our projects and make suggestions on how we might change our approach to better utilise data and technology.

Managing and Leading People

- Provide leadership and direction to the wider team; motivating, coaching and mentoring others to achieve goals through collaboration, trust-building and creating an inclusive work environment.
- Focus on self-development, looking for opportunities for continuous growth and development, acting on feedback in a positive way and developing skills in inspirational leadership.
- Build capability within the team and enable team success, role modelling the right behaviours and applying the guiding principles to all areas of work.
- Mentor and coach others both formally and informally, investing time in their success and ensuring messages from leadership are supported and clearly cascaded.
- Demonstrate strong negotiation and influencing skills, and adapt communication and leadership styles for different audiences to ensure messages are communicated effectively.

Reporting Requirements

The primary reporting line will be aligned with the organisation structure of the team. Reporting requirements may include but are not limited to:

- Attendance at team meetings, other requested meetings and regional meetings (e.g. townhalls).
- Regular (minimum of monthly) one to one meetings with your line manager on the status of personal Key Result Areas (KRAs), career development discussions and any other matters.

- Palladium encourages flexible work practices to enhance wellbeing, productivity and team culture. For this role, we require that employees maintain an in-office presence for the majority of their working week. For example, if an employee works five days a week, they must spend at least three days physically in the office.

Relationships

The role liaises with clients, corporate services, project team members, colleagues, professional service providers, suppliers, and other stakeholders as required.

Authority Levels

The role carries a large degree of autonomy, and is required to manage budgets and teams.

Qualifications and Experience Required

- Tertiary qualifications in a relevant discipline or equivalent level of experience;
- Significant relevant work experience, preferably within a consulting or project management environment;
- Relevant business development experience in pursuing and leading the preparation of Government tenders and bids, preferably within a consulting or project management environment;
- Excellent technical/ business writing skills and strong written and verbal communication skills;
- Highly developed financial and commercial acumen;
- Highly developed organisational skills, agility and the ability to balance and prioritise multiple tasks, and work well under pressure;
- Demonstrated ability to build and maintain strong collaborative relationships with internal and external stakeholders, including at senior leadership levels;
- Strong leadership, coaching and mentoring skills, and prior experience leading effective teams;
- Flexibility to travel to various locations throughout the APAC region;
- Demonstrated commitment to equity, diversity and inclusion, particularly in a multi-cultural environment

Core Capabilities

Palladium's Core Capability Framework outlines the standard of performance and behaviours expected at each level within the organisation. It also provides a benchmark for assessing areas of potential strength as well as the identification of potential skill gaps or areas for development and improvement.

The Capability Framework forms the basis of how we recruit, how we lead and the behaviours we exhibit, how we manage performance excellence and develop our future workforce.

Our capabilities link to a number of other processes, policies and guidelines including:

- Performance management/ performance excellence - setting and maintaining standards and helping employees excel and develop
- Career Pathways including our Career Progression Framework
- Organisational design – identifying any skills gaps, outlining job roles and responsibilities
- Development, growth, learning, and training
- Sustainable business – going beyond compliance to ensure sustainable and ethical considerations are woven throughout everything we do. This aligns equity, diversity and inclusion; safeguarding; and environmental objectives

Equity, Diversity & Inclusion

Palladium is committed to embedding equity, diversity and inclusion across all activities. We promote a diverse and inclusive workforce and ensure all applicants and employees are treated fairly and equally, regardless of background or personal characteristics. We encourage applications from all individuals and provide reasonable adjustments or accommodations where required.

Safeguarding

Palladium maintains a zero-tolerance approach to all forms of harm, including sexual exploitation, abuse, harassment, child abuse, and human trafficking. We are committed to protecting our people, partners, and communities and ensuring safe and respectful environments. All personnel are expected to uphold safeguarding standards, with successful candidates subject to enhanced screening, including safeguarding-focused assessments and due diligence, in line with Palladium's Code of Conduct and safeguarding policies.