Position description

Group Manager Innovation and New Markets

Position title	Group Manager Innovation and New Markets
Position number	201306
Classification level	SES-1
Position type	Fixed term – 3 years
Group	Innovation, Asset Optimisation and Technology
Division	Innovation and New Markets
Reports to	Executive General Manager Innovation, Asset Optimisation and Technology
Usual place of work	1010 La Trobe Street, Docklands
Date	July 2026
End Date	September 2029
Conditions	Full time (flexibility will be considered)

Our organisation

VicTrack owns Victoria's rail transport land, assets and infrastructure. As a commercially focused government agency delivering for Victoria, we work to protect and grow the value of the portfolio, to support a thriving transport system and make travel and living better for all Victorians. With much of our asset portfolio dedicated to rail transport – our land, infrastructure, buildings and telecommunication networks – our focus is on strategic asset management and supporting the delivery of better transport solutions.

Whether we're planning and managing the use of transport land, upgrading the telecommunication network or partnering on major infrastructure projects, our job is to ensure the state's assets continue to serve Victoria now and well into the future.

Our business is made up of specialist groups including Innovation, Assets Optimisation & Technology, Property and Telecommunications. These are supported by groups that provide strategic, financial and operational services to the organisation.

About the Group

This position is based in **Innovation, Assets Optimisation & Technology** (Innov-AT).

As the organisation's innovation centre of excellence, Innov-AT creates and scales new commercial opportunities and strengthens data capability, through setting strategic direction for digitisation, performance, and long-term value across the broader transport ecosystem. It also acts as an advocate for VicTrack's role across whole-of-transport for strategic assets and information, enabling improved decision-making and coordination.

About this position

Reporting relationships

The Group Manager Innovation and New Markets reports directly to the Executive General Manager Innovation, Asset Optimisation & Technology.

The role will lead a new function in developing the Innov-AT group, with direct reports to follow once the function is fully established and its strategic direction is set.

Delegations/Budget

The role has a financial delegation of up to $500,000 ex GST consistent with the Delegations of Authority and is responsible for management of the Innovation and New Markets group budget.

Purpose of the position

The Group Manager Innovation and New Markets is responsible for driving innovation across VicTrack and the broader transport ecosystem, identifying, validating and scaling new opportunities that improve transport and infrastructure outcomes while creating new and diversified revenue streams. The role acts as a key external representative of VicTrack, building strategic relationships, partnerships and market opportunities across the transport, infrastructure, technology, government and investment sectors.

The Group Manager Innovation and New Markets, working with the Transformation Office and Feasibility Hub, will lead early stage concept development, feasibility and pilots, particularly where innovation improves asset management, increases revenue or supports transport network performance, and transitions proven initiatives into the appropriate delivery or commercial pathways for scale and implementation. The role coordinates, enables and shapes innovation initiatives beyond traditional transport delivery boundaries, to expand VicTrack's role within the broader infrastructure ecosystem.

Key accountabilities/functions

Position accountabilities

1. **Leadership and role modelling:** Actively and consistently modelling expected behaviours and values of a high performing organisation, by maintaining a regular and meaningful presence in the workplace.

2. **Enterprise collaboration and building trust:** Actively champion and model ways of working that support organisational outcomes and strengthen cross functional ways of working; foster and maintain high trust relationships between teams, peers and stakeholders that contribute to a culture that supports organisational performance and delivery.

3. **People management:** Leading a multi-disciplinary team, to foster a strong sense of professionalism, high-quality, client-oriented service and continuous capability development.
4. **Innovation leadership and influence**: Provide leadership for innovation and business development across VicTrack by creating the conditions for new ideas and opportunities to emerge, be tested and scaled, fostering an organisational culture that embraces innovation, collaboration and continuous improvement.

5. **Market and opportunity development:** Lead the identification and shaping of emerging market, technology and policy opportunities, developing new business models, partnerships and revenue streams that support VicTrack's strategic objectives and long-term growth.

6. **Concept development and opportunity evaluation:** Lead the prioritisation and progression of concept development, feasibility assessment, business case preparation and pilot delivery for innovation and business development opportunities, ensuring evidence-based investment decisions and clear pathways to implementation and scale.

7. **Stakeholder engagement:** Represent VicTrack as a trusted and influential partner across the transport, infrastructure and innovation ecosystem. Develop and maintain strategic relationships with government, industry, technology providers, research institutions, investors and commercial partners to identify opportunities, shape new initiatives, secure support and progress business development outcomes.

8. **Business development and commercial partnerships**: Lead the identification, development and progression of strategic partnerships, new market opportunities and commercial initiatives that diversify revenue, expand VicTrack's role within the transport ecosystem and deliver long-term strategic and commercial value.

9. **Benefits realisation:** Establish measures and reporting frameworks to evaluate the impact of innovation and business development initiatives and ensure lessons learned inform future investment decisions.

10. **Executive engagement:** Provide strategic advice, insights and recommendations to the Executive Leadership Team and Board on innovation, emerging opportunities, commercial growth pathways and portfolio performance, including reporting as required.

11. In line with Section 31A of the *Public Administration Act 2004* (Vic) other duties may be assigned consistent with employment classification, skills, and capabilities.

Key selection criteria

1. **People leadership and cultural capability**: Highly developed leadership and people management skills fostering a high performance culture aligned to common vision, including modelling expected behaviours; ability to lead a diverse team in a dynamic environment, encourage innovative ideas, build trust, provide support, coach, mentor and guide teams and emerging leaders; and foster a positive and collaborative organisational culture.

2. **Working collaboratively and building trusted relationships:** Demonstrated ability to build a culture of collaboration across organisational teams; looks for and facilitates opportunities to collaborate with internal and external stakeholders; and actively

identifies and overcomes barriers to collaboration and engagement in a constructive and empowering manner; builds trust through consistent actions, values and communication.

3. **Performance:** Experience driving and delivering high quality outcomes and priorities that meet expectations of senior executives; the Board; other key stakeholders including customers. Consistently translating organisational priorities into clear delivery plans, managing risk and resource constraints, and driving measurable results in complex and dynamic environment.

4. **Leadership capability to foster innovation and organisational capability:** Demonstrated ability to create an environment that fosters creativity, experimentation, collaboration and continuous improvement, while building organisational capability to identify, develop and progress new opportunities aligned to strategic priorities.

5. **Strategic innovation and business development leadership:** Demonstrated success leading innovation and business development functions in complex, multi-stakeholder environments, with a track record of identifying and progressing new opportunities that improve organisational performance, create commercial value and support long-term growth.

6. **Market identification and opportunity shaping:** Proven expertise in identifying emerging trends, technologies and market opportunities, and shaping commercially viable concepts, business models and partnerships that diversify revenue streams and strengthen organisational positioning.

7. **Evaluation and business case development:** Strong capability in evaluating and developing early-stage opportunities, including concept development, feasibility assessment and preparation of robust business cases that support evidence-based investment decisions.

8. **Delivery and commercialisation:** Proven experience designing, delivering and evaluating pilots, proofs of concept and partnership-led initiatives, including translating validated opportunities into operational delivery, commercialisation or scalable implementation pathways.

9. **Portfolio management:** Experience establishing and governing innovation portfolios, including the assessment, prioritisation, investment and progression of opportunities to maximise strategic, operational and commercial outcomes.

10. **Understanding of transport ecosystem and digital enablement:** Knowledge of transport or infrastructure operations, including how innovation, real-time visibility, connectivity and digital capability can uplift network performance and customer outcomes.

11. **Highly developed stakeholder and partner engagement skills:** Strong ability to engage, influence and coordinate diverse partners including operators, government agencies, technology providers and investors to progress shared innovation outcomes.

Customer focus

VicTrack staff practise customer focus by recognising the importance of valuing customers (internal and external) and ensuring that all activities are oriented towards meeting customer needs. We listen to customers about their expectations and focus on delivering solutions that address their needs. Customer focus also includes proactively seeking and acting on feedback to enhance the customer experience.

Safety and environmental responsibilities

Ensure safety and environmental instructions are adhered to and report any inappropriate practices and incidents. Comply with the *Occupational Health and Safety Act*, as it applies to self, tenants and customers, and environmental legislation in regard to preserving the environment.

Rail safety

All staff who may be required to come into contact with rail activity, including design work and the management of other staff, must:

- be responsible for their actions where those actions can in any way affect or compromise railway safety
- be aware of the railway safety requirements associated with their duties and responsibilities
- take whatever action is possible to prevent unsafe conditions and/or incidents
- report any railway safety problems/hazards to your line manager and the Health & Safety team
- safely access the rail corridor.

Individual attributes

Qualifications and experience

1. Tertiary qualification in relevant discipline (e.g. engineering, information systems/digital technology, business/commerce/economics) (mandatory)
2. MBA or similar qualification highly regarded
3. At least eight years' senior level experience leading innovation programs or revenue diversification strategies (desirable)
4. Experience working in transport, infrastructure, telecommunications, or other asset-intensive environments (mandatory)

Interpersonal and other features

Internal relationships

- All VicTrack employees
- VicTrack Board

External relationships

- All VicTrack customers
- External partners
- Vendors and/or suppliers

- Rail operators
- Department of Transport and Planning

Ordinary hours of work

Ordinary hours of work are Monday to Friday between 6:00am and 6:00pm.

Why work for VicTrack?

Our mission

To protect and grow our rail transport assets and drive reinvestment to service Victorians now and into the future.

Our vision

Working at VicTrack provides people with the opportunity to contribute to creating thriving places and connected communities for all Victorians. Some of the benefits that we provide our people are listed on our website and can be accessed via: Careers at VicTrack

As a part of the transport portfolio, we share a common vision as defined in the *Transport Integration Act 2010*: “To meet the aspirations of Victorians for an integrated and sustainable transport system that contributes to an inclusive, prosperous and environmentally responsible state”.

In realising this vision, we are working towards a transport system that promotes:

1. social and economic inclusion
2. economic prosperity
3. environmental sustainability
4. integration of transport and land use
5. efficiency, coordination and reliability
6. safety, health and wellbeing.