Position description

Senior Commercial Strategy and Partnerships Specialist

Position title	Senior Commercial Strategy and Partnerships Specialist
Position number	201195
Classification level	F
Position type	Permanent
Group	Commercial and Land Strategy
Division	Property
Reports to	Group Manager, Commercial and Land Strategy
Usual place of work	Hybrid with office located at 1010 La Trobe Street, Docklands
Date	October 2026
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 Property.

As one of Victoria's largest land and asset owners, our Property Group is responsible for unlocking the potential and improving the value of our property portfolio to service Victorian communities.

About this position

Reporting relationships

The Senior Commercial Strategy and Partnerships Specialist reports directly into the Group Manager Commercial and Land Strategy. While the position is an individual contributor, the role is intended to provide commercial oversight across the portfolio.

Delegations/Budget

The position exercises financial, contractual and people delegations in accordance with VicTrack's Delegations of Authority and the approved classification Level 5 or Up to $250K.

Purpose of the position

The Senior Commercial Strategy and Partnerships Specialist has the opportunity to shape how one of Victoria's most strategically important land portfolios creates recurrent revenues, stronger partnerships and enduring public value.

This role is responsible for identifying, assessing and delivering commercial property and land opportunities that generate sustainable revenue and community value for VicTrack. Working across VicTrack, transport agencies and government stakeholders, the role develops a robust risk-adjusted pipeline of opportunities and ensures initiatives are commercially viable, strategically aligned and deliverable.

As a Senior Specialist and delivery partner to the Group Manager Commercial and Land Strategy, the position provides commercial leadership across development, sales, leasing, grants, land assessment, strategic land use, and emerging market opportunities. The role leads selected complex and high-value transactions, provides commercial guidance to the Executive, and coordinates cross-functional input to manage risks, costs, constraints and public value outcomes.

The role contributes to VicTrack's mission by improving the quality and performance of its commercial opportunity pipelines, maximising asset value and generating sustainable returns for reinvestment in transport services for Victorians.

Key accountabilities/functions

- **Lead opportunity origination and qualification:** Lead proactive identification and qualification of new commercial and revenue opportunities across VicTrack's land and asset portfolio using market intelligence, portfolio analysis, customer insight and targeted engagement with potential investors, operators, occupiers and delivery partners.

- **Lead the integrated commercial pipeline:** Recommend and maintain a single, risk-adjusted view across sales, development, commercial leasing, community leasing, land assessment, strategic precincts and new markets, with clear stages, entry and exit criteria, accountable owners, dependencies, confidence levels and forecast outcomes.

- **Provide commercial challenge and deal assurance:** Test market demand, valuation, capital and operating costs, whole-of-life returns, delivery capability, risk allocation and alignment with transport and public-value objectives; provide clear recommendations to the Group Manager to proceed, restructure, hold or stop before further resources are committed.

- **Design the right commercial model:** Assist the Group Manager in the design and structure options including sale, lease, licence, ground lease, concession, revenue share, build-to-hold, joint venture, partnership and interim activation, recommending the pathway that provides the best risk-adjusted outcome for VicTrack.

- **Lead complex transactions and negotiations:** Lead market sounding, transaction strategy, procurement inputs, commercial negotiations and for selected complex, high-value or first-of-kind opportunities, working with the relevant Group Manager, Legal, Finance, Procurement and technical specialists to protect VicTrack's interests.

- **Build commercial partnerships and connect delivery functions:** Develop credible relationships within VicTrack teams, government, transport operators, tenants, community partners, investors, developers, infrastructure providers and advisers, and bring the right internal expertise together early to convert viable opportunities into executable deals.

- **Provide leadership and coordination across partnership-focused activities**: Support the effective delivery of community leasing, grants, and other partnership programs, ensuring strong governance, stakeholder relationships, clear priorities and alignment with VicTrack's broader commercial and community objectives.

- **Financial monetisation, performance and capability:** Improve portfolio prioritisation, forecast accuracy, benefits tracking and executive and Board reporting of the commercial arm; capture lessons from completed and discontinued opportunities; and uplift the broader team members to lift commercial judgement, negotiation and deal-management capability.

- **Perform other appropriate duties:** In line with section 31A of the *Public Administration Act 2004* (Vic), undertake other duties consistent with the position's classification, skills and capabilities.

Key selection criteria

1. Demonstrated senior experience originating, evaluating, structuring, negotiating and executing complex property, infrastructure or land asset-based commercial transactions and partnerships from concept through to contractual close.

2. Advanced commercial and financial acumen, including business-case assessment, valuation, feasibility, cash-flow analysis, NPV and IRR, sensitivity testing, whole-of-life cost assessment and risk-adjusted investment recommendations.

3. Proven ability to prioritise a multi-stream opportunity pipeline, establish evidence-based stage gates, improve forecast confidence and make clear recommendations to progress, reshape, defer or stop proposals.

4. Highly developed negotiation, influence and stakeholder-management capability, with the ability to align market participants, government, executives and multidisciplinary technical teams while preserving probity and commercial tension.

5. Demonstrated ability to operate effectively within a complex government or highly governed environment, balancing commercial outcomes with statutory obligations, government policy, governance, probity and public-value requirements, while maintaining momentum and progressing matters to decision and delivery.

Reporting relationships

Reports to: Group Manager, Commercial & Land Strategy

Direct reports: 0. Individual Contributor role.

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

- **Mandatory**: A relevant tertiary qualification in property, commerce, finance, economics, law, business or a related discipline.
- **Mandatory**: Significant senior-level experience, typically 10 or more years, in commercial land transactions, infrastructure or property investment, asset commercialisation and partnerships.
- Demonstrated experience negotiating long-term or complex commercial arrangements such as major leases, complex or structured land sales, ground leases, concessions, revenue-sharing arrangements, partnerships or joint ventures relating to land transactions.
- Experience operating for or within public-sector governance, probity and delegated approval environments is highly desirable.
- Experience within transport, a major landowner or another asset-intensive organisation is desirable.

Other position-specific requirements

- Ability to travel within Victoria and attend portfolio sites, meetings and stakeholder or community engagements as required.
- The incumbent may be required to obtain and maintain a Rail Industry Worker card or other site-access accreditation where the duties require it.
- Ability to manage actual, potential or perceived conflicts of interest and comply with all probity, confidentiality and information-security requirements.

Interpersonal and other features

Internal relationships

- **Internal relationships:** EGM Property; General Manager and leaders across Commercial & Land Strategy; Environment & Services; Asset & Capital Delivery; Innovation and New Markets; Strategic Assets and Data; Finance; Legal; Procurement; Communications; Risk; Safety; executives and governance forums.
- **External relationships:** Transport portfolio agencies and operators; government departments and agencies; tenants, not-for-profits and community organisations; investors, developers, operators and occupiers; local government; advisers, agents, valuers, consultants, vendors and suppliers.
- **Ordinary hours of work:** Monday to Friday within VicTrack's ordinary span of hours. Reasonable additional hours, travel or site attendance may be required to support transactions and stakeholder activity.
- All VicTrack employees

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.