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Job Title: Chief Commercial Officer

Job No: AA 190

Department/Business Unit: Commercial Department

Accountable to: Chief Executive Officer

Reporting to: Chief Executive Officer

Our Vision: Be Australia’s leading provider of training for the aviation and aerospace industries.

Our Values: Safety at the Heart of Everything We Do, Work Together, Be Accountable, Act Innovatively, Deliver on Customer Needs

PURPOSE

The Chief Commercial Officer is responsible for driving business growth through strategic partnerships and innovative training solutions across the aviation and aerospace sectors. This role plays a critical part in expanding Aviation Australia’s national and international presence and brand by identifying new revenue opportunities, fostering long-term industry partnerships, and leading the execution of key strategic initiatives. Based at the Brisbane Campus, the Chief Commercial Officer leads a team of experts across key strategic areas of growth and coordinates commercial opportunities across all areas of Aviation Australia’s education pathways.

Ideal Candidate

You are a highly collaborative, values-driven commercial leader with significant experience in the Australian and/or Australasian aviation and/or aerospace sectors, and ideally, though not essential, in training and education of the sector. You excel in both strategic thinking and outcome-driven execution, balancing high-level vision with tangible results. An enterprise wide leader with strong emotional intelligence (EQ), you build lasting, mutually beneficial relationships and foster high-performing teams in a matrixed commercial model that work collaboratively toward shared goals.

Responsibilities

- Create, lead and manage the Commercial Department’s work, driving the development of commercial opportunities while fostering a collaborative approach to problem-solving. Leverage the diverse skills and perspectives of both the Commercial team and the broader AA team to identify solutions and continuously enhance strategic outcomes.
- Work closely with the CEO in development of strategic growth opportunities that align to the strategic plan.
- Develop new business opportunities and procure partnerships to promote business growth.
- Create, lead, and execute the commercial plan to drive business growth, including targets related to domestic and international opportunities.

- Work with Government agencies, defence and other bodies to ensure Aviation Australia's interests are appropriately represented, strategic alliances are developed and maintained, and relevant grant submissions are pursued.
- Plan, initiate, and lead contract negotiations aligned with company's objectives and interests, and with a focus on securing long term opportunities with partners.
- Stay informed about industry trends, emerging technologies, and market shifts, identifying new commercial opportunities and maintaining competitive advantage.
- Analyse market data and Commercial Department performance to develop continuous improvement plans to ensure Aviation Australia remains the leading training provider to the industry.
- Control the budget and resources of the Commercial Department.
- Undertake other duties as required by the CEO.
- Comply with the requirements of Aviation Australia's:
 - Code of Conduct
 - Work Health and Safety legislation
 - Policies and procedures

AUTHORITIES

The Chief Commercial Officer has the authority to:

- Negotiate NDAs, terms, and present contractual agreements to clients and partners ensuring favourable terms for Aviation Australia, in consultation with the CEO.
- Make recommendations to the CEO and Aviation Australia Board regarding any company related contractual agreement, proposed or in place.
- Approve expenditure and proposals in accordance with approved financial delegations.
- Act in accordance with the Aviation Australia Charter for the delegations of the position.

SELECTION CRITERIA

Qualifications

Essential

- A bachelor's degree in a relevant discipline or equivalent. Relevant being, business, aviation, aerospace or similar field is preferred.

Desirable

- Diploma or higher-level qualification in leadership or management.

Experience

Essential

- A min. 3-5+ years of experience in commercial roles in aviation and/or aerospace sectors.

- Proven record of being a highly collaborative, values-driven commercial leader
- Proven track record for driving business growth and delivering on strategic initiatives.
- Ability to draft commercial terms for contracts that are focused on strategic outcomes
- Understanding of regulatory frameworks such as DASA, EASA and/or CASA.
- Experience in developing commercial and long-term strategic partnerships.
- Demonstrated experience in managing complex business development opportunities
- Demonstrated experience in the development, implementation and communication of strategic business plans.
- Sound experience in financial and account management for contract negotiation, particularly from the management accounting perspective.
- Previous experience in managing teams.
- Demonstrated experience in the development, writing and delivery of business cases and government grants.

Desirable

- Experience in facilitating change in the workplace.
- Experience in leading projects.

Knowledge and Skills

Essential

- Superior level of business acumen to negotiate and complete commercial deals.
- Strong knowledge and understanding of commercial practices and contractual legislation.
- Excellent interpersonal, written and oral communication skills.
- Superior stakeholder relationship management skills.
- Ability to engage and motivate others.
- Demonstrated ability to resolve issues through negotiation and consultation.
- Strong organisational skills including the ability to prioritise work, deal with competing demands, manage time effectively and meet deadlines.
- Well-developed problem-solving skills.
- Demonstrated ability to deal with sensitive issues and maintain confidentiality.
- Strong computer literacy skills with proficiency in Microsoft Office suite of applications and the ability to become an effective user of new computer systems.
- Preparedness to undertake training as required.
- Demonstrated experience and/or knowledge of how to effectively work with a diverse workforce, to ensure the workplace is safe from discrimination, bullying, harassment or sexual harassment.
- Ability to interpret and apply legislation, regulations, policies and procedures.

Personal QualitiesEssential

- Strong ability to work through challenging problems with peers and team members.
- Strong ability to develop and maintain professional relationships with team members, stakeholders, partners and customers.
- Strong ability to manage multiple priorities in a deadline driven environment
- Ability to foster a customer focused working environment and build and maintain rapport with staff and students.
- Ability to interact with internal and external customers from diverse cultural backgrounds, displaying awareness of cross-cultural communication issues.
- Willingness and ability to demonstrate initiative and accept responsibility.

Travel

This role will require regular travel intrastate, interstate and overseas.