



GENERAL MANAGER, BUSINESS DEVELOPMENT

JOB & PERSON SPECIFICATION

NOVEMBER 2021

POSITION DESCRIPTION



About Ninti One Limited

Ninti One (Ninti) works with communities and relevant agencies to achieve social and economic development outcomes. Since our establishment in 2003, Ninti has been building opportunities for communities through research, innovation and engagement in Australia – and more recently, in a range of sectors across the Pacific and Asia. We have offices in Adelaide and Alice Springs, and staff and associates based in other States and Territories.

Ninti works with partners to influence better outcomes for Aboriginal and/or Torres Strait Islander peoples, by helping organisations be more effective (especially government funders), learning about what works in communities, sharing our perspectives and advocating for change. Our solutions are tailored to the context and needs of our clients, which include service delivery organisations, government agencies, philanthropic organisations and corporates with a demonstrated commitment to social impact.

Our priority sectors are health (including mental health), education, employment, economic empowerment, aged care, disability, natural environment, justice and international development.

A combination of our high performance, our technical expertise and a rapidly growing market means that we have created this new position, so we can meet the increasing demand for our services. Nearly all of our work comes from competitive tendering.

Our Vision

Ninti's vision is to build opportunities with Aboriginal and Torres Strait Islander peoples, through research, innovation and community engagement.

Our Values

We are very proud of our connection to and respect for traditional culture. Our name 'Ninti' means 'clever' in Pitjantjatjara, which reflects our desire to be a capacity builder and knowledge broker.

- We are an inclusive, respectful and equality-driven organisation.
- We respect the cultural diversity, cultural authority and traditional knowledge and expertise of Aboriginal and Torres Strait Islander people and staff.
- We seek and respect Aboriginal voices and encourage their participation.
- We exhibit courage, innovation and entrepreneurship in our work.
- Respect, integrity, accountability, empathy, confidentiality, listening and learning characterise our engagement with people.

Ninti One acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our organisation is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present, and to the youth, for the future. Ninti One is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Position:	General Manager, Business Development
Reports to:	Managing Director
Direct Reports:	Five
Tenure	Permanent, ongoing
Location:	Adelaide, SA
Last updated:	November 2021

Position summary

Ninti One Limited is seeking an experienced business development professional who will lead an expanded Business Development team and work with other functional areas at Ninti to win funding that will allow us to grow and increase our impact.

The General Manager, Business Development will provide leadership, support and oversight to the team that drives Ninti's business growth through strategy, tender opportunities, partnerships, branding and engagement, and evidence and impact.

The role will have accountabilities in the following areas:

Key Accountabilities	
Strategic Execution & Implementation	<ul style="list-style-type: none"> • Support the execution and evolution of Ninti's 3-Year Impact Plan
Business Development	<ul style="list-style-type: none"> • Develop and maintain strong relationships with internal and external stakeholders, funding bodies and suppliers • Respond to public tenders, as prime contractor, or as a sub-contractor • Review contracts in readiness for execution • Respond to contract opportunities that come to Ninti via word-of-mouth • Lead Ninti's partnership/stakeholder strategy • Contract research opportunities • Investigate and facilitate funding from the non-for-profit sector such as Foundations and donors • Manage the Business process for extension and expansion of existing contracts • Maintain Ninti's BD library to our ISO9001 standard (i.e., library of CVs, past experience records, testimonials, focussed CRM etc)

	<ul style="list-style-type: none"> • Create and implement annual business plans • Deliver appropriate board and management reports
<p>Service Delivery</p>	<p>A key function of this position is to support Ninti’s Executive to maintain delivering its premier performance and reputation on its exiting work. This will involve:</p> <ul style="list-style-type: none"> • Reputation <ul style="list-style-type: none"> ○ Ensure Ninti is recognised in the market for our depth of expertise and understanding of client needs in our markets • Relationships <ul style="list-style-type: none"> ○ Ensure Ninti is recognised as a reliable and preferred partner • Market Share <ul style="list-style-type: none"> ○ Keep abreast of emerging trends, innovations, market and competitor intelligence to increase Ninti’s competitive advantage. ○ Identify priority growth opportunities ○ Ensure that appropriate profiling, targeting and relationships are developed to meet our growth goals ○ Develop and oversee our approach with major pursuits to improve our ability to select the right opportunities to pursue, and to ensure prospective Ninti wins are optimised. ○ Drive the optimisation of Ninti’s win ratio for pursuits ○ Share best practices, celebrate success and recognise accomplishments to reinforce the strategy • Brand <ul style="list-style-type: none"> ○ Be a Ninti ‘face’ to the market, including driving brand awareness and profile

Marketing and Communications	<ul style="list-style-type: none"> • Provide oversight for the implementation of Ninti's marketing and communications and engagement strategies
Finance	<ul style="list-style-type: none"> • Prepare Ninti's pricing on bids in line with relevant authority levels • Undertake financial and cost-benefit analysis and prepare business case proposals, findings and recommendations to the MD to enable informed business decision making
People and culture management	<ul style="list-style-type: none"> • Provide support, oversight and line management to the team according to Ninti's management policies and procedures • Provide quality assurance for team deliverables
Health, Safety, Security & Environment	<ul style="list-style-type: none"> • Comply with and promote all statutory and company HSSE policies, standards and procedures. Lead by example to instigate and follow work practices which result in a healthy and safe workplace; promote the physical security of our people and assets; and which make Ninti an environmentally sustainable business and responsible corporate citizen in all of the regions in which we work
Compliance	<ul style="list-style-type: none"> • Ensure compliance with all company policies and procedures and statutory and legal requirements to meet ISO9001 accreditation •

Education and Experience

Education	<p>Essential</p> <ul style="list-style-type: none"> • Relevant tertiary qualifications in a relevant business or aligned discipline <p>Advantage</p> <ul style="list-style-type: none"> • Having completed courses in sales and BD, such as those of Shipley, Cialdini, Huthwaite ... • Continued commitment to post graduate study would be advantageous
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Extensive business development/sales experience and proven track record in Ninti's areas of expertise • Demonstrated experience in winning tenders

- Proven experience designing diverse business growth strategies
- Well-developed relevant networks such as memberships with recognised professional associations
- Proven experience developing partnerships in a range of sectors and policy areas, including the private sector
- Proven success in leading teams, people management, capability development and mentoring

Advantage

- Experience within a similar organisation, culture and values would be advantageous

Personal Attributes

- Culturally aware and sensitive
- Demonstrate a strong customer service ethic
- Accountable for outcomes
- Well-developed quality and results focussed orientation
- Strong influencer
- Strategic thinker
- Can build, promote and enrol people in big picture
- Excellent interpersonal skills
- High in EQ
- Strong team player
- Clear, confident and articulate communicator
- Demonstrates high level of initiative; problem solving and organisational agility
- Ability to 'think on your feet'
- Able to meet reporting deadlines
- Strong organisational skills with high attention to detail



HOW TO APPLY

Applications should be addressed to Justin Hinora and Hannah Way. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8849.

Please Note

Your application will be automatically acknowledged by a return email.