

Candidate Information Pack

Organisation: Australian Renewable Energy Agency
(ARENA)

Position: General Manager, Impact Teams

Consultant: Andrew McEncroe

February 2026

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General Manager, Impact Teams

About us

The Australian Renewable Energy Agency (ARENA) is a Corporate Commonwealth entity. ARENA's main objective is to improve the competitiveness of renewable energy technologies and increase the supply of renewable energy in Australia. ARENA was established on 1 July 2012 under the Australian Renewable Energy Agency Act 2011 (the ARENA Act). ARENA has received significant additional funding over the past 3 budget cycles and is trusted by the Government to deliver many of its most impactful emissions reduction programs. ARENA supports the Government's emissions reduction goals of 43% reduction in net emissions by 2030 and net zero by 2050, through its focus on technology innovation and commercialisation to the benefit of Australia.

ARENA complements other funding bodies and provides financial assistance to renewable energy, energy efficiency and electrification technologies for research, development, demonstration, and deployment projects. The provision of knowledge sharing forms an important part of ARENA's functions. ARENA operates under its own Act of Parliament, and the ARENA Board and CEO are responsible to the Minister for Climate Change and Energy and Minister for Finance.

For further information, please visit the ARENA website at: <https://arena.gov.au/>

About the Team

We are a dynamic and outcomes-oriented agency, staffed by highly qualified and experienced people. Our executive team brings diverse experience from across the energy sector, as well as broad experience in:

- Business development
- Policy
- Energy technology
- Finance

Executive Team

Darren Miller, Chief Executive Officer

Darren Miller has been CEO of ARENA since 2018, leading the agency through significant growth and securing \$14 billion in grant funding. With more than 30 years' experience across renewable energy, electricity retail, technology, finance and investment management, Darren has positioned ARENA as a pivotal player in clean technology innovation, expanding into strategic areas including ultra low-cost solar, renewable hydrogen, low emissions metals and transport. Darren is a Chartered Accountant with a Bachelor of Commerce (Hons) from UNSW.

Zoe von Batenburg, Chief Investment Officer

Zoe von Batenburg is Chief Investment Officer at ARENA, overseeing the development and execution of investment opportunities and funding programs that advance renewable energy innovation. With ARENA since 2017, Zoe has been instrumental in driving the agency's impact across Low Emissions Metals and industrial decarbonisation, bringing extensive experience from financial services valuations and transaction advisory.

Chris Faris, Chief Operating Officer

Chris Faris joined ARENA as COO in August 2021, overseeing legal, ICT, government relations, marketing and communications and corporate reporting. With more than eight years at senior executive level across Commonwealth government departments and experience in international climate negotiations and policy

development, Chris brings deep expertise in climate and innovation policy. He holds Bachelor degrees in Laws and Arts (Melbourne) and Master's degrees in International Law (ANU) and Public Administration (NYU).

Paul Jenkin, Chief Financial Officer

Paul Jenkin joined ARENA as CFO in January 2024, bringing extensive experience from top-tier financial services organisations including AMP Capital, UBS and BT. A commercially focused CFO with a proven track record across funds management, wealth management and asset finance spanning Australia and Asia, Paul has strong expertise in business partnering, financial reporting, treasury, risk and governance. Paul is a Chartered Accountant with a Bachelor of Commerce from UWA.

Georgina Strangio, Chief People Officer

Georgina Strangio joined ARENA in November 2024 as General Manager, People & Culture, bringing over 15 years of executive HR experience across the public sector. Her expertise includes strategic workforce planning, leadership development, enterprise agreement negotiations, and transforming corporate functions to be customer-centric and outcomes-focused. Prior to ARENA, Georgina served as Chief People Officer at the Department of Employment and Workplace Relations. She holds an Executive Master of Public Administration and a Bachelor of Business in HRM.

Dhruv Vishrani, General Manager Strategy

Dhruv Vishrani leads Strategy and Planning at ARENA, identifying and prioritising the agency's strategic and investment objectives for long-term impact. With more than 10 years at McKinsey & Company, Dhruv brings extensive strategy and execution experience across heavy industries including mining, cement and energy throughout Australia, South East Asia and India. He holds degrees in Mechanical Engineering (BITS Pilani) and Management (IIM Lucknow).

Why ARENA

ARENA is at the forefront of Australia's renewable energy transition, funding and supporting innovative solutions that make real impact. By investing in cutting edge technologies, sharing insights with the market and collaborating with industry leaders, we're accelerating progress towards a cleaner, more sustainable future. Every role here contributes to meaningful change and shapes Australia's transition to renewable energy.

Join our purpose-driven team where innovation thrives and your work matters. With a values-driven culture built on knowledge sharing and impact, we offer an advancing environment where you can grow your skills, expand your expertise in the renewable energy sector and make a lasting positive impact. If you're ready to be part of something bigger—transforming the future of energy for a sustainable future—explore our opportunities today.

At ARENA, we are committed to providing an inclusive culture so our employees can bring their whole selves to work and have a sense of belonging.

In addition to the above:

- We have Flexible working arrangements.
- You will have front row tickets to leading edge technology in the sector.
- Work in an impactful and evolving environment
- Be part of a team that collaborates and makes a difference.

We encourage applications from diverse backgrounds and experiences. We strongly believe that diversity of experience, perspectives, and background will lead to a better environment for our workers and better outcomes for Australia.

Values and People

Vision – ARENA's vision is a prosperous Australia that is a renewable energy superpower in a net zero world.

Mission – ARENA's mission is to support the global transition to net zero emissions by accelerating the pace of pre-commercial innovation, to the benefit of Australia.



1. Impact-driven

We make a significant positive impact on Australia's energy sector, economy, environment and society. We take a bold, innovative approach to give us the best chance of achieving our goals.



4. Accountable

We are accountable to each other and, in following our processes, to the Minister, the Parliament and the Australian public. We work transparently to ensure public funds are spent in a responsible and efficient manner.



2. Stakeholder-focused

We deliver excellent service. Our approach is marked by responsiveness, clarity and flexibility.



5. Respectful of people

We support and respect each other. We cultivate a diverse team to access the best talent, broaden our thinking and foster a culture of innovation.



3. Collaborative

We collaborate across teams and with our partners to achieve our goals.

Position Description

Position Title:	General Manager, Impact Teams
Branch/Group:	Investment/ Investment and Portfolio Group
Location:	Sydney
Reports to:	Chief Investment Officer
Type:	Permanent
Eligibility:	Australian Citizen
Clearance Required:	Baseline Clearance (or ability to obtain)

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About the Team

The Investment and Portfolio Group plays an integral role within ARENA by working collaboratively with industry, research institutions and government to support initiatives that accelerate the reduction of Australia’s global emissions through technology innovation.

Key accountabilities for the Investments and Portfolio Group are:

- Designing and implementing funding programs and initiatives
- Soliciting, appraising and providing feedback on funding proposals
- Coordinating external due diligence
- Recommend projects for approach
- Negotiation, execution and management of funding agreements
- Management of diverse portfolio of active projects
- Sharing project insights and lessons learned from across the portfolio
- Management and participation in industry working groups

About the Position

The General Manager (GM) of an Impact Team is responsible for end-to-end strategic and operational leadership of a portfolio of programs, investments, and initiatives aligned with ARENA’s strategic priorities. You will work as part of a high performing team with other GM’s who are each responsible for a different impact team. This role combines the disciplines of investment leadership, portfolio management, and impact delivery to shape and execute multi-year strategic plans, ensure strong delivery governance, and optimise portfolio performance.

The GM acts as the portfolio owner, with full accountability for strategic direction, quality assurance, delivery integrity, and system impact. This includes delegated authority for certain decisions in the investment process.

Responsibilities

The General Manager, Impact Teams will:

- Lead development and refinement of Impact Team strategies and annual operational plans across investment, insights and policy dimensions.
- Oversee the effective allocation and management of approximately \$100–\$300 million in annual funding, ensuring investments align with strategic priorities, deliver value for money, and comply with governance and risk requirements.
- Provide final endorsement of investments that go to the CIO, CEO and or Board of ARENA for approval and approve funding agreements up to a delegated threshold.
- Maintain full accountability for the quality, timeliness, and risk-adjusted performance of the portfolio and individual projects and ensure compliance with relevant ARENA processes and standards.
- Ensure portfolio composition supports long-term impact, with continuous improvement in funding, policy, and market engagement.
- Oversee delivery of non-funding initiatives such as policy, ecosystem building, and strategic thought leadership.
- Championing a culture of delivery, learning, and collaboration, empowering team members, supporting their development, and embedding best practices.
- Partner with corporate and specialist functions (e.g., Legal, Strategy, Risk, Communications) to ensure effective resourcing, delivery, and compliance.
- Monitor portfolio performance and risk, surfacing insights and contributing to whole-of-agency reporting, evaluation, and strategic alignment.

Key Opportunities

In this role, you will have the opportunity to:

- Own end-to-end strategy, and performance of the Impact Team portfolio, aligned to ARENA's strategic priorities and government priorities.
- Build and lead a multidisciplinary team spanning investment, portfolio management, strategy, knowledge sharing and insights
- Represent the Impact Area across internal governance forums, and with government, industry, and research stakeholders to build relationships and drive system outcomes.

Key skills, experiences, and qualifications

Technical Knowledge & Expertise

- Deep understanding of investment and grant lifecycle processes, from origination through to delivery and closure.
- Strong knowledge of due diligence, contract negotiation, and commercial structuring in a public or private funding context.
- Familiarity with risk management, portfolio governance frameworks, and performance tracking tools.
- Understanding of clean energy technologies, market dynamics, and public policy processes.
- Knowledge of cross-cutting enablers such as ESG principles, First Nations engagement, and knowledge sharing practices.

Sector and Strategic Knowledge

- Experience working at senior levels in government, funds, or mission-driven investment organisations.
- Proven expertise in clean energy, innovation funding, climate transition, or adjacent public-good sectors. Deep understanding of Australia's energy transition landscape and government innovation funding ecosystem.
- Ability to connect market needs, policy levers, and funding interventions to deliver systemic impact.

Experiences you've had that will help you succeed

- Experience in investment, portfolio management, public policy, or strategy roles, with significant leadership responsibility.
- Experience managing complex programs, portfolios or funds with commercial and impact objectives.
- Demonstrated success leading high-performing teams and delivering results in multi-stakeholder, matrixed environments.
- Experience working with or within public sector agencies, Boards, or senior executive governance processes.
- Strong record of innovation, thought leadership, and system-wide influence in relevant sectors.

Skills and capabilities

- Proven strategic thinking and commercial acumen. Ability to shape, align and execute long-term impact strategies.
- Integrity and accountability; trusted to act as a delegated authority and steward of public investment.
- Exceptional leadership and team management capabilities, inspiring, motivating and enabling high-performing multidisciplinary teams.
- Deep understanding of investment decision-making, funding mechanisms and risk-return frameworks.
- Strong portfolio management expertise, including pipeline development, project oversight, and performance optimisation.
- Skilled in stakeholder engagement and influencing across government, market actors, industry, and research.
- Excellent communication, negotiation and governance skills, confident engaging at CEO/Board/Ministerial level.
- Systems thinking and analytical capability. Ability to synthesise insights and drive continuous improvement.
- Ability to work in complexity. Adaptable, decisive, and focused on delivery in dynamic, evolving environments

Qualifications

- Tertiary qualifications in Business, Finance, Public Administration, Engineering or a related field (required).
- Postgraduate qualifications such as an MBA, Masters in Public Policy or Finance (desirable).

The Application and Selection Process

Applications

Closing date: Sunday, 1 March 2026.

Applications:

All applications are to be received by Derwent. To apply, please go to www.derwentsearch.com.au and “Search Jobs” where you will find links to submit your application. Your application should include a resume and a cover letter highlighting your suitability.

Inquiries:

Please contact Derwent by email publicsector@derwentsearch.com.au and we will reply with appropriate information and/or arrange a convenient time to speak. You may also contact Andrew McEncroe, Managing Partner Derwent on 02 9223 1855.

Merit based selection process

The selection panel will assess applicants against the selection criteria to select a short list of applicants to be invited to attend an interview with the section panel. Candidates may also be invited to attend a pre-screening interview with Derwent to support the panel’s decision making.

Candidates may be required to attend additional interviews and or complete additional assessments such as presentation task, or psychometric assessments.

Reference Checks

Candidates at an advanced stage of consideration will be requested to provide at least two referees who may be contacted before an offer is made. Any written references provided will also be checked.

Pre-employment verification and background checks

Before an offer of employment is made the following checks will be undertaken:

- Academic Qualification Check
- Professional Membership Check
- Criminal History Check
- Financial Regulatory Check
- Bankruptcy Check
- Media and public commentary searches.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to field inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Candidates with a Disability

Derwent aims to ensure people with disability can access secure and sustainable employment opportunities and are respected for their skills and capabilities. If required, we will provide reasonable adjustments such as access, equipment or other practical support at relevant stages of the recruitment process. You can specify in the application if you have necessary adjustments, or please inform us at any stage, and we can arrange reasonable adjustments on your behalf. If you need to contact us about reasonable adjustments during the recruitment process, please contact publicsector@derwentsearch.com.au

Thank you for your interest in ARENA