

## Candidate Information Pack

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**Organisation:** South Australian Department of Treasury and Finance

**Position:** Chief Commercial Officer

**Consultant:** Andrew McEncroe  
September 2025

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## About the organisation

### *Purpose and objectives*

At the Department of Treasury and Finance we work together to ensure South Australia is a thriving, prosperous state now and into the future.

The Department of Treasury and Finance is the lead agency for economic, social and financial policy outcomes. We play a vital role in providing financial services to the community and economic and fiscal policy advice to the Government of South Australia.

### *Our Purpose*

We work to ensure South Australia is a thriving, prosperous State now and into the future.

We are the Government's trusted fiscal, economic and policy advisor, and a provider of quality financial and digital services.

### *Our Priorities*

- **Economic Prosperity** – seeking growth and opportunity for all within our state.
- **Fiscal Sustainability** – enabling investment in services and infrastructure to make South Australia a great place to live, learn, work and play, now and in the future
- **Service Excellence** – delivering knowledgeable, thorough and high quality services
- **Contemporary Leadership** – providing central leadership on across-government initiatives that support a high-performing public service
- **Compelling Advice** – providing high quality, well informed, innovative advice that helps achieve successful outcomes





## OUR PURPOSE

We work to ensure South Australia is a thriving, prosperous State now and into the future.  
We are the Government’s trusted fiscal, economic and policy advisor, and a provider of quality financial services.

## OUR PRIORITIES

### ECONOMIC PROSPERITY

*seeking growth and opportunity  
for all within our state*



### FISCAL SUSTAINABILITY

*enabling investment in services and  
infrastructure to make South Australia a  
great place to live, learn, work and play,  
now and in the future*



What we are striving for



### A WORLD CLASS TREASURY AND FINANCE

*a high performing agency  
that seizes opportunities,  
addresses the big challenges  
and is a destination employer.*

### SERVICE EXCELLENCE

*delivering knowledgeable, thorough  
and high quality services*



### CONTEMPORARY LEADERSHIP

*providing central leadership on  
across-government initiatives that  
support a high-performing public service*



### COMPELLING ADVICE

*providing high quality, well informed,  
innovative advice that helps achieve  
successful outcomes*



## WHO WE ARE

### TRUSTED PARTNER

We work better together.  
We lead, partner, and collaborate  
to help solve the big challenges.

### TALENTED, CLEAR EYED AND CURIOUS

We are analytical, evidence based,  
innovative and creative.

### AGILE

We organise around opportunities  
critical to our state and are flexible  
in responding to challenges.

### HIGH PERFORMING

We are known for achieving  
successful and timely outcomes.

### FULFILLED AND FUN

We take the work seriously and  
ourselves less so - we support each  
other in the pursuit of excellence and  
make Treasury a great place to work.

## SA Public Sector Values



Service



Professionalism



Trust



Respect



Collaboration  
& Engagement



Honesty  
& Integrity



Courage  
& Tenacity



Sustainability



To achieve our ambition to become world class, we must have the following enablers in place:



## THE BEST PEOPLE AND TEAMS

We embrace a contemporary, flexible and responsive culture and workplace that balances the needs of our customers and our people. We develop the skills of our people through a broad range of opportunities and experiences.

Staff at every level are highly capable and knowledgeable. They drive growth, transformation and operational excellence and create a culture of courage, collaboration and inclusion.



## THE RIGHT TOOLS

Our advice and services allow the whole of government to benefit from expertise, scale and effective risk management.

We will pursue contemporary, flexible, fast and reliable technologies, systems and processes to maximise our effectiveness.



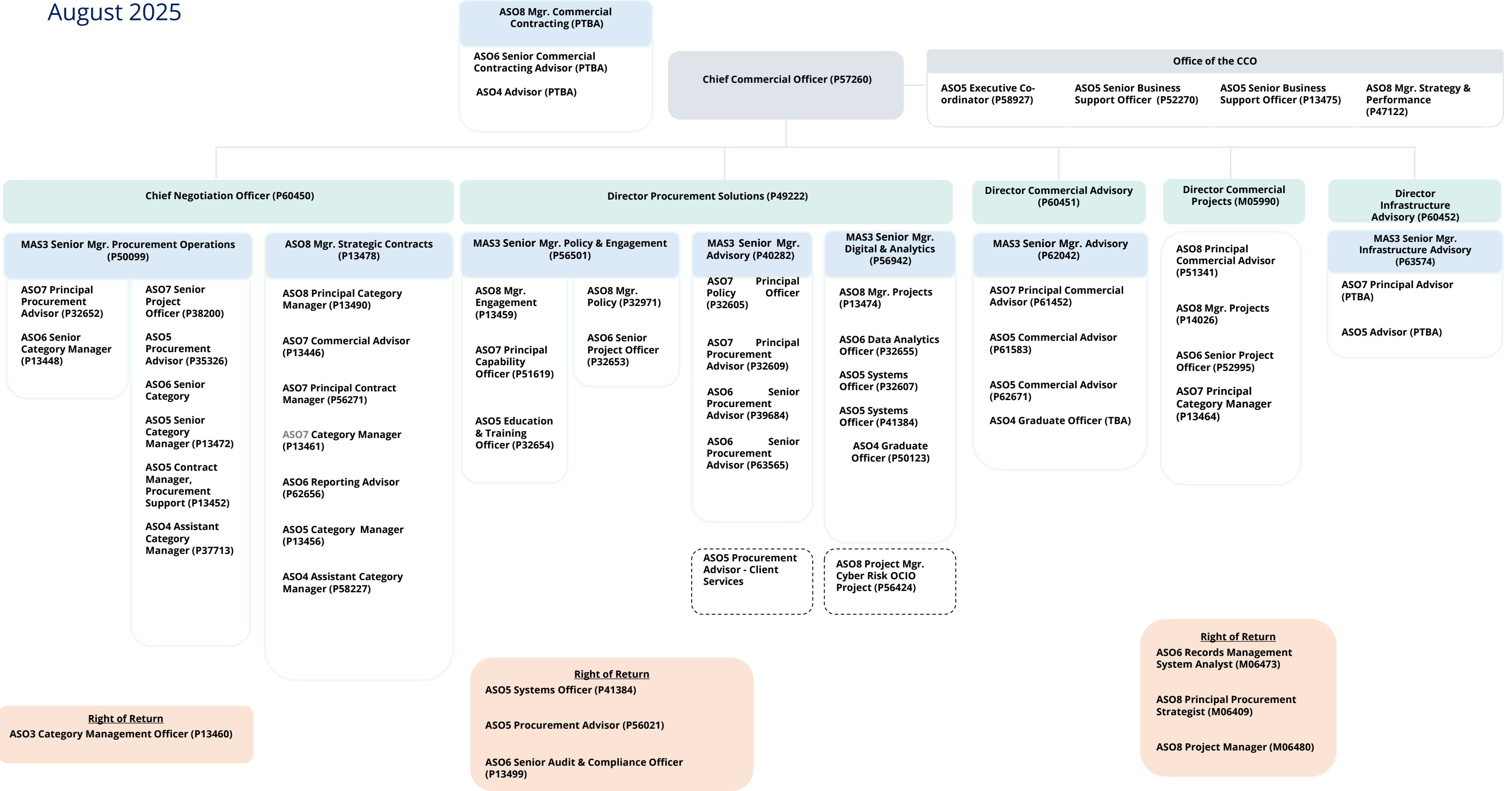
## THE BEST APPROACH

We engage and build long-lasting trusted partnerships with our stakeholders. We organise flexibly around opportunities and ensure we access the appropriate capabilities to shape the next set of big ideas. We strive to ensure our customers are at the centre of every decision - supported by timely and high-quality services.

We do this with a consistent style and approach: forward thinking, high performing, trusted, agile and pragmatic.

# Commercial & Procurement Branch

## August 2025





# Executive Role Statement

<b>Role title</b>	Chief Commercial Officer	<b>Classification</b>	SAES2
<b>Branch</b>	Commercial and Procurement	<b>Type of Appointment</b>	Term up to 3 yrs
<b>Section</b>	Commercial and Procurement	<b>Position Number</b>	P57260
<b>Approved by</b>	Under Treasurer	<b>Date</b>	August 2025

## Department of Treasury and Finance

The Department of Treasury and Finance is the lead agency for economic, digital and financial policy outcomes. We play a vital role in providing financial services to the community and economic and fiscal policy advice as well as digital services to the Government of South Australia.

The Department of Treasury and Finance actively promotes flexible working arrangements and values diversity in the workplace.

## Our Purpose

We are *the Government's trusted fiscal, economic, digital and policy advisor*.  
We work to ensure *South Australia is a thriving, prosperous State now and in the future*.

## Who we are



### Talented, Clear Eyed and Curious

We are analytical, evidence based, innovative and creative.



### High Performing

We are known for achieving successful and timely outcomes.



### Trusted Partner

We work better together. We lead, partner, and collaborate to help solve the big challenges.



### Agile

We organise around opportunities critical to our state and are flexible in responding to challenges.



### Fulfilled and Fun

We take the work seriously and ourselves less so - we support each other in the pursuit of excellence and make Treasury a great place to work.

## What we are known for

*A world class Treasury and Finance.*  
*A high performing agency that seizes opportunities, addresses the big challenges, and is a destination employer providing rewarding careers.*



## Branch/Section

The Commercial and Procurement Branch is responsible for providing advice on government related commercial matters, including infrastructure and contractual risk and value considerations as well as leading and shaping the South Australian Public Sector procurement environment. It is also responsible for leading and proactively managing strategic whole of government commercial projects and procurements in a manner that delivers value to Government.

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## What this role is responsible for

- Providing inspiring and high quality leadership and management to the branch.
  - Leading the provision of well researched, clear and considered advice on a diverse range of commercial and procurement matters to the Treasurer, Cabinet and other key stakeholders to inform decision making. This includes reviewing and/or negotiating appropriate commercial arrangements, proactively and diligently managing associated risks and achieving high quality outcomes for the Government.
  - Leading the development and implementation of relevant policies, systems, structures and frameworks across government that support the delivery of high quality commercial and procurement outcomes and deliver value for money for the Government.
  - Ensuring the efficient and effective delivery of commercial and procurement projects and programs within timeframes and budget, including establishing key performance indicators to capture, report and evaluate the benefit and performance of government procurement operations.
  - Establishing and maintaining trusted and valued relationships with key stakeholders across all levels of government and industry.
  - Representing the department on relevant boards, committees and working groups.
  - Establishing and providing services and outputs of the branch business plan within the agreed branch budget.
  - Establishing and maintaining a culture of high performance, achievement of outcomes, professionalism, and innovation.
  - Contributing to the development and achievement of the department's strategic directions, in particular through the membership of the Executive Leadership Team.
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## Who this role reports to

- Deputy Under Treasurer
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## Key Relationships/Stakeholders

- Works closely with the Under Treasurer, Treasurer and senior agency staff, agency procurement teams and the Department of Treasury and Finance's Executive Leadership Team (ELT).
  - Works with other government agencies on commercial projects and procurement issues.
  - Has professional relationships with key government suppliers, industry representatives and independent industry experts, where required.
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## Special Conditions

- Applicants will be required to undergo the appropriate and relevant employment screening assessment(s) required for this role in line with the department's Employment Screening Policy.
- This role requires:
  - ☐ National Police Check
  - ☒ General Employment Probity Check
  - ☐ Working with Children Check
  - ☐ Security Clearance (including Baseline, Negative Vetting Level 1 or Level 2, Positive Vetting)
  - ☐ Other:
- Out of hours work will be required. Intrastate and interstate travel may be required.
- The incumbent will be required to participate in the Departmental Performance Management Program.
- The incumbent may be required to be assigned to other positions at the same remuneration level across the department.

## Essential Expertise

- Tertiary qualifications (degree level) in Accounting, Economics, Finance, Law or other appropriate disciplines.
- Proven experience in providing high quality leadership to a large and complex business area or organisation.
- Experience delivering insightful, proactive and timely commercial advice/decision making that achieved high quality outcomes and/or contributing to strategic procurement policy.
- Experience in leading the project management, governance and risk management processes for complex transactions.
- Demonstrated ability to build and maintain trusted and influential relationships with senior stakeholders within diverse organisations.
- Awareness of the legislative compliance framework and whole of government policies governing the operations of public sector administrative units, procurement arrangements in the state and the responsibilities of the Under Treasurer, DTF.
- Demonstrated experience in the application of the relevant legislation, policies and procedures, including Code of Ethics, EEO and cultural inclusion.
- An understanding of the legislative requirements of the *Work Health and Safety Act 2012*.
- An understanding of and ability to work/manage to the spirit and principles of AS ISO 31000:2018 Risk management – Guidelines.

## SAES Core Competencies

Executives are required to demonstrate broader behaviours as determined in the [South Australian Executive Service \(SAES\) Competency Framework](#). These include:

- Shapes strategic thinking and change
- Achieves results
- Drives business excellence
- Forges relationships and engages others
- Exemplifies personal drive and professionalism



# Application & Selection Process

## Executive Search Partner

South Australian Department of Treasury and Finance has engaged Derwent Search (Derwent) <https://www.derwentsearch.com.au/company-profile> as an independent expert to conduct an executive search and manage the recruitment process. All applications are to be received by Derwent.

## To apply

**Closing date:** Sunday 28<sup>th</sup> September 2025. To submit your application, please go to [www.derwentsearch.com.au](http://www.derwentsearch.com.au) and “Search Jobs” to find a link to the opportunity. Your application must include a resume (up to 5 pages) and a cover letter (up to 2 pages) highlighting your suitability.

## Enquiries

Please contact Derwent by email [publicsector@derwentsearch.com.au](mailto: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 0416 018 860.

## Selection Process

The selection panel will review the applicant list and assessment applicants against the selection criteria to select candidates to attend a pre-screening interview with Derwent. Derwent will prepare an assessment report based on a candidate's application and pre-screening interview for the selection panel to consider in selecting a candidate short list to be invited to an interview with the selection panel.

The selection panel interview will be a capability-based interview designed to reflect the selection criteria for the position. Candidates progressing to the final stage may also be required to complete additional assessments such as on-line personality and cognitive assessments.

## Timeline

The following timeline is provided as a guide and may be subject to change.

- Closing date for applications – Sunday 28<sup>th</sup> September 2025
- Selection Committee Process – October 2025

Candidates will be advised of the outcome of their application prior to a public announcement about the appointment outcome.

Derwent will also notify applicants of material changes to the timeline.

## Pre-employment verification and background checks

The following checks will be conducted for the candidate(s) in final consideration:

- |                           |                        |
|---------------------------|------------------------|
| • National Police Check   | • Bankruptcy           |
| • Professional Membership | • Financial Regulatory |
| • Qualification           | • Media Search         |

## Referee Reports

Candidates at an advanced stage of consideration will be asked to provide at least two referees who may be contacted as part of the selection process. Additional referees may be sought to assess a candidate's merits for the role, and written references may also be checked.

## 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 your 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](mailto:publicsector@derwentsearch.com.au)