

Position Description

Role title	Head of Industrial	Last reviewed	September 2025
Division	Commercial & Business Services	Team	Industrial and Defence
Reports to	Development Director, Industrial and Defence	Classification	MAS3
Direct reports	2-4		

Role Purpose

To strategically lead Renewal SA's industrial land priorities, providing hands-on leadership, drive and direction to maximise the value, growth and activation of Renewal SA industrial land holdings. The role is to ensure precincts and projects are aligned with strategic priorities and development targets that contribute to South Australia's economic development.

Key Accountabilities

- Lead the delivery of industrial land projects across the full lifecycle, including feasibility analysis, planning, land divisions, sales, leasing, and disposal to maximise value and strategic outcomes.
- Provide expert recommendations through complex feasibility assessments to inform decision-making and unlock development opportunities.
- Lead a multidisciplinary team to foster growth, alignment, and a high-performance culture that delivers excellence in projects.
- Proactively identify and manage key project risks, ensuring a safety-first approach and consistent performance across all project elements.
- Develop, manage, and report on project budgets, including revenue, capital, and operating expenditure, ensuring delivery within financial and commercial parameters.
- Collaborate with Asset Management, Finance, and other divisions to optimise the value, utilisation, and long-term performance of Renewal SA's industrial land and assets.
- Identify and implement opportunities for process improvement and best practice across Renewal SA's industrial portfolio.
- Ensure project management controls and governance frameworks are implemented and maintained, meeting all legislative, environmental, sustainability, WHS, and audit requirements.
- Monitor industry trends, market dynamics, and emerging technologies to inform strategic direction and identify new opportunities for industrial development.
- Undertake other responsibilities as required to support the delivery of Renewal SA's strategic objectives.

Key Relationships

Internal	
Who	Why
Executive	Provide expert advice and support to respond to and deliver against strategic and business plans, agreed projects and new initiatives
Manager	Receive guidance and instruction, seek clarification and advice, and report on progress against work plans.

Work Team	Lead and participate in meetings, share information, and provide input on issues. Support team members and work collaboratively to contribute to achieving team outcomes.
Direct Reports	Support, guide and manage performance.
Internal Stakeholders	Respond to queries, exchange information, and work collaboratively to resolve issues.
External	
Who	Why
Other Government Agencies	Establish networks and collaborative relationships across SA Government to share ideas and learnings and develop common responses to emerging issues.
External Stakeholders	Engage with relevant stakeholders to facilitate communication, provide expert advice, gather, and exchange relevant information.
Vendors/Suppliers/Consultants	Manage contracts for quality, on-time service delivery, compliance, and performance targets.

Key Challenges

- Navigating the tension between delivering government-led strategic outcomes (such as job creation, precinct activation, and infrastructure investment) whilst ensuring projects remain commercially viable, on time and on budget.
- Coordinating across multiple stakeholders—including government agencies, local councils, developers, and community groups—each with differing priorities, timelines, and regulatory requirements, while maintaining project momentum and alignment.
- Overseeing the transformation of underutilised or legacy industrial land into high-performing assets whilst remaining resilient, robust, flexible, confident, and determined in an organisation undergoing considerable change but tasked with being responsive to changing government agendas.

Qualifications and Technical Requirements

- Tertiary qualifications in Development, Planning, Conveyancing, Land Economics or a related field and /or strong demonstrable commercial acumen.
- High level of experience, expertise and discipline knowledge relating to managing direct employees and a portfolio of projects with multiple disciplines, stakeholders, consultants and contractors.

Special Conditions

- Out of hours work may be required.
- Inter/intrastate travel may be required.
- The incumbent must meet the WHS responsibilities and accountabilities as set out in the Renewal SA WHS Policy commensurate with their role. This includes ensuring that any work undertaken by or on the behalf of Renewal SA, is undertaken in accordance with the WHS Act 2012, Regulations, Codes of Practice, and internal Specifications.
- The incumbent is responsible and accountable for keeping accurate and complete records of their business activities in accordance with the State Records Act 1997.

- The role is deemed a 'Position of Trust' pursuant to the standards required in the Australian Government Protective Security Policy Framework.
- A current satisfactory National Police Clearance is required and renewed as per Renewal SA's policy.

Key Capabilities

The [Renewal SA Capability Framework](#) integrates the Renewal SA Strategic Plan and the South Australian Public Sector Values to define the capabilities we need to operate effectively. Our Framework is led by four principles that are critical themes and considerations that ensure safety, personal leadership, best practice, and our communities are at the forefront as we apply our capabilities.

All the capabilities within the Renewal SA Capability Framework are relevant for all employees. The below outlined capabilities are specifically needed to successfully perform the role.

Capability Group	Capability	Level	Behaviours
Culture and Collaboration	Be accountable	Advanced	• Drive a culture where individuals take responsibility by leading by example and creating ways to make responsibilities clear. • Understand Renewal SA's organisational, social and government commitments and drive operations to meet those. • Be transparent in the strategies, drivers, external impacts and context of Renewal SA's decisions and directions. • Develop and champion holistic risk management using risks proactively to drive decision making.
Strategy and Growth	Make an impact	Accomplished	• Comprehensively consider the issues facing multiple stakeholder groups when evaluating problems. • Review solutions and prioritise those that deliver the maximum weighted benefits, considering multiple interlinked problems. • Detailed understanding of the outcomes of solutions and courses of action, including the negative impacts or opportunities lost. • Create reporting and processes that define both the tangible and intangible impacts of Renewal SA's strategies and operations.

Innovation and Agility	Be flexible	Accomplished	• Show awareness of broader implications of changing priorities and communicate with and support impacted stakeholders. • Promote change as opportunities for staff to develop new skills or gain experience. • Develop changes to processes and systems to meet changing needs and ways of working. • Engage with broad stakeholder groups through a variety of means as needed to best achieve the outcomes required.
Solutions Focused	Prioritise and plan	Advanced	• Actively engage in Renewal SA processes defining strategic objectives and initiatives critical to the success the organisation. • Integrate the development of the strategic plan and strategic processes with operation business planning. • Lead integrated portfolio planning between Renewal SA operations to maximise effectiveness of resources. • Lead teams and drive a culture of proactive maintenance of plans and schedules that will impact on objectives and strategy.
People Leadership	Support our people	Advanced	• Drive a culture of authenticity by leading with courage and openness and welcome transparent conversations • Create a safe space and culture that encourages conversations about wellbeing and be proactive in understanding the wellbeing of others. • Manage, prioritise and plan workload as well as re-direct resourcing where necessary to maintain quality and wellbeing • Champion and promote a culture of wellbeing and work-life-balance where new initiatives are encouraged and welcomed.

Technical Capability	Project delivery	Accomplished	- Leads the execution and delivery of large or complex projects, implementing effective project implementation and governance processes aligned to agreed outcomes for project success against scope, timelines and budget objectives. - Manages the progress and completion of large or complex projects, developing and proactively communicating and implementing effective strategies to address variances from project plans and outcomes. - Fosters a culture of innovation, collaboration and inclusivity, whilst establishing clear expectations for deliverables and outcomes, based on stakeholder expectations and best practice. - Drives continuous improvement by proactively identifying areas for enhancement, implementing changes, and fostering a culture of innovation, whilst engaging in risk management and quality assurance processes to quantify delivery risks and impact of scope creep.
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Delegate		Role occupant	
This position profile accurately outlines the expectations of the role.	☐	I have read and understood the role and expectations of me.	☐
Name		Name	
Title		Signature	
Signature			
Date	Click to enter a date.	Date	Click to enter a date.