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July 2020

Client: Indigenous Business Australia

Position: Chief Executive Officer



Background

Indigenous Business Australia (IBA) serves, partners and invests with Aboriginal and Torres Strait Islander people who want to own their future. We go further than provide money; we invest in people, places and ideas that can't wait. We help make them real. We're deeply invested in the financial success and economic independence of Indigenous Australians. It's why we exist. Our programs assist Aboriginal and Torres Strait Islander people achieve their goals of owning a home, starting or growing a business, and investing in commercial ventures that provide strong financial returns.

We employ 200 staff in 14 locations across Australia, with our three largest offices being Brisbane, Canberra and Sydney and other offices around Australia in capital and regional locations. Our Aboriginal and Torres Strait Islander employees make up approximately 30 per cent of the total workforce and we invest strongly in the attraction, development and retention of Indigenous staff.

Given our strategic purpose and 100% Aboriginal and Torres Strait Islander customer base, building essential skills in culturally capable engagement, fostering high performance, and ensuring we have the necessary financial products, skills and experience to deliver our outcomes are key priorities across our organisation.

This is a unique opportunity for a dynamic and highly motivated leader with exceptional commercial and interpersonal skills to directly impact the social and economic advancement of Aboriginal and Torres Strait Islander people.

Key Responsibilities

Providing vision, leadership and management to Indigenous Business Australia, the Chief Executive Officer is instrumental in engaging with a broad range of stakeholders to facilitate IBA's vision for Australia to be a nation in which Aboriginal and Torres Strait Islander people are economically independent and an integral part of the economy.

The Chief Executive Officer of IBA is responsible for the strategic leadership and the organisation's day-to-day management in line with policies determined by the Board.

The Chief Executive Officer is responsible for:

- Duties and responsibilities of the Chief Executive Officer under and according to the ATSI Act.
- Providing advice and support to the Chair and the Board as required.
- Ensuring that IBA's business is conducted in accordance with the ATSI Act and the PGPA Act.



- Development, implementation and management, in accordance with all legal and regulatory requirements, of IBA’s human resources policies and procedures, including those relating to:
 - industrial relations and enterprise bargaining agreements;
 - workplace diversity;
 - occupational health and safety; and
 - best practice participative work practices.
- Development, implementation and management of policies and procedures, in accordance with the business plan for IBA approved by the Board from time to time, for:
 - the recruitment of relevantly skilled personnel;
 - the development of personnel; and
 - the assessment of personnel performance.
- Development and implementation of risk assessment, reporting and management processes, within IBA’s risk management policy and in accordance with the business plan for IBA approved by the Board from time to time.
- Coordination of IBA’s annual reporting obligations under the ATSI Act and other Commonwealth legislation.
- Representing and advocating IBA’s interests in all relevant public and private forums as required by the Board.
- Assisting the Board to identify, recruit and train a suitable Successor.
- Continuing to develop key strategic plans and initiatives (in consultation with the Board) for consideration by the Board.
- Leading the effective implementation of the Board’s strategic plans and initiatives.
- Maintaining an appropriately structured Executive management team, appointed in consultation with the Board, to assist you in effective implementation of the Board’s strategic plans and initiatives.
- Providing leadership to IBA’s Executive management team and as Chief Executive Officer, delegating administrative and managerial functions and tasks to, and supervising and managing, that team.

Immediate Challenges (for the first 12-18 months)

- Leverage what has been achieved so far to deliver growth across all areas of activity.
- Facilitate access to capital markets in order to increase the availability of funds to meet current IBA demand and more broadly grow the organisation's reach and footprint.
- Navigate appropriate stakeholders across government, commerce and community groups, to ensure advocacy and support for IBA, its development and growth.
- Support the development, performance and diversity of IBA's workforce to ensure it has the necessary capability to take forward the organisation.

Required Skills, Attributes and Experience**Profile**

The CEO will be an innovative thinker, with vision, who can capitalise on the success that the organisation has worked hard to achieve and guide IBA through its next phase of growth and challenges.

They will bring a deep understanding of, and sensitivity to Aboriginal and Torres Strait Islander peoples.

Technical Abilities

They will be an experienced negotiator with gravitas and the ability to be a strong advocate of IBA who is comfortable in diplomatically engaging politicians and bureaucrats, commercial leaders and various community groups.

Experience gained within banking, asset management or a relevant financial services environment, including a technical understanding of the legal and regulatory environment, responsibilities and detail of providing financial products and services is highly desirable.

A resilient custodian of strategic direction with demonstrated experience of driving growth in a similar organisational context.



Communication Skills

The CEO will be an influential leader with exceptional communication skills, including demonstrated high level interpersonal, written and verbal communication skills.

They will have the ability to both engage different audiences and provide high-profile representation in shaping and harnessing support to IBA's initiatives, for example, through attendance at various Government committees.

Stakeholder Management

The CEO will bring demonstrable advocacy experience and the ability to establish highly productive relationships with stakeholders and thought leaders across business, government, and the community.

An acute awareness of the social and political factors affecting Aboriginal and Torres Strait Islander people is important.

Operational Leadership

The CEO will have: a vision for growth; proven ability to develop and implement strategic plans to deliver organisational objectives; leadership experience in a relevant business, government department, or community group; an understanding of the challenges of leading a large workforce across a number of dispersed locations; and experience in working with advisory boards and boards of directors.

Experience in overseeing executive teams, organisational budgets and annual report obligations similar in nature and size to IBA.

Personal Attributes

- An empathetic leader with poise, humility and directional awareness.
- Driven by social justice and excited by the prospect of making a difference.
- Experienced and motivated to engage on behalf of indigenous groups.
- An inclusive team builder, able to develop and trust the skills and experience of their leadership team.
- A willingness to take on a high travel commitment.



Reporting to

Chair, Indigenous Business Australia

Remuneration

An attractive remuneration package will be negotiated with the successful candidate.

How to apply

For a confidential discussion about this unique leadership opportunity please contact our advising consultants at Boyden.

Applications should consist of a comprehensive curriculum vitae setting out full contact details, academic and professional qualifications, full employment history, and relevant role responsibilities and achievements.

CVs should be accompanied by a covering statement of no more than 2 pages outlining your claim upon the position.

Enquiries and applications may be directed in confidence to Boyden at:

Alun Parry alun.parry@boyden.com +61 (0)2 9225 7400

Philip Graham philip.graham@boyden.com +61 (0)2 9225 7407

Timetable

Applications should be emailed to Boyden by **Monday 10 August 2020**.

It is anticipated that a shortlisting process will take place in the week commencing 7 September 2020 with interviews held in the week commencing 21 September 2020.

