



WATERMARK SEARCH INTERNATIONAL CANDIDATE BRIEF

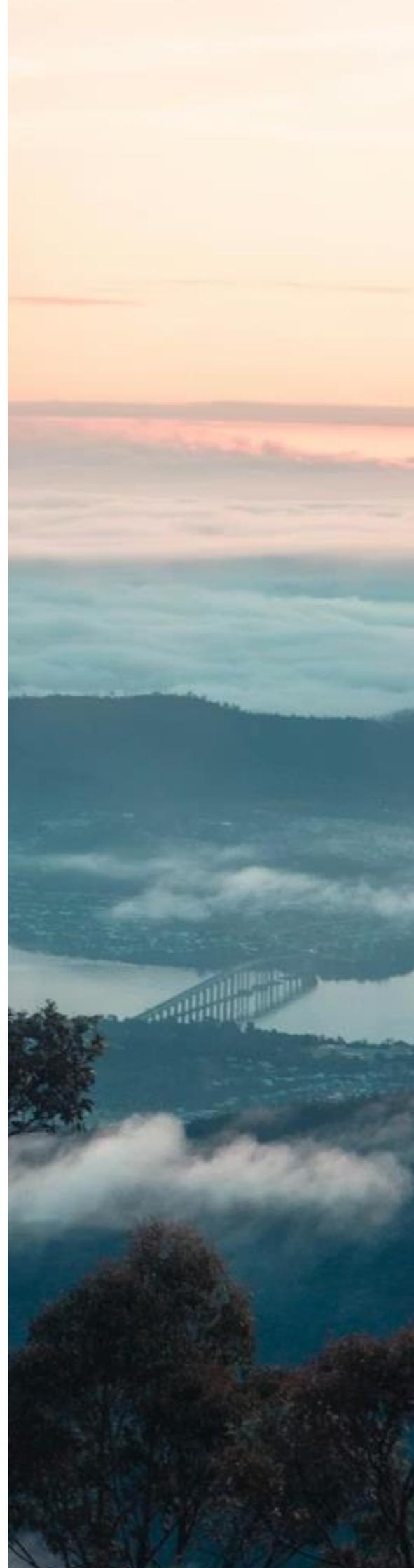
**Executive Director, Commercial
Macquarie Point Development
Corporation**

March 2026



**MACQUARIE
POINT**
DEVELOPMENT CORPORATION

Presented by Watermark Search International.
Trusted for over 40 years, focused on the future.



About the Organisation

Mac Point is a major urban renewal project located on a 9.3-hectare waterfront site in Hobart, positioned between the Cenotaph, Evans Street, TasPorts, and Davey Street. It is recognised as one of the last significant development opportunities within Hobart, offering a rare chance to create an innovative and vibrant precinct for the community and visitors alike.

The site is managed by the **Macquarie Point Development Corporation (MPDC)**, a statutory authority established under the *Macquarie Point Development Corporation Act 2012* and operating within the *State Service Act 2000*. MPDC is responsible for the site's remediation, redevelopment, and long-term transition into a mixed-use precinct that supports Hobart's cultural, social, and economic growth.

Guided by a refreshed **Precinct Plan**, Mac Point aims to become a place of gathering, celebration, and reflection through arts, culture, sport, events, and entertainment. The plan aligns with the 30-Year Greater Hobart Plan and includes several key zones: a proposed multipurpose stadium, an Aboriginal Culturally Informed Zone, an Antarctic Facilities Zone, and residential areas incorporating affordable housing for essential health workers. The precinct's development principles emphasise accessibility, vibrant experiences, and the preservation of the site's rich Aboriginal and European heritage.

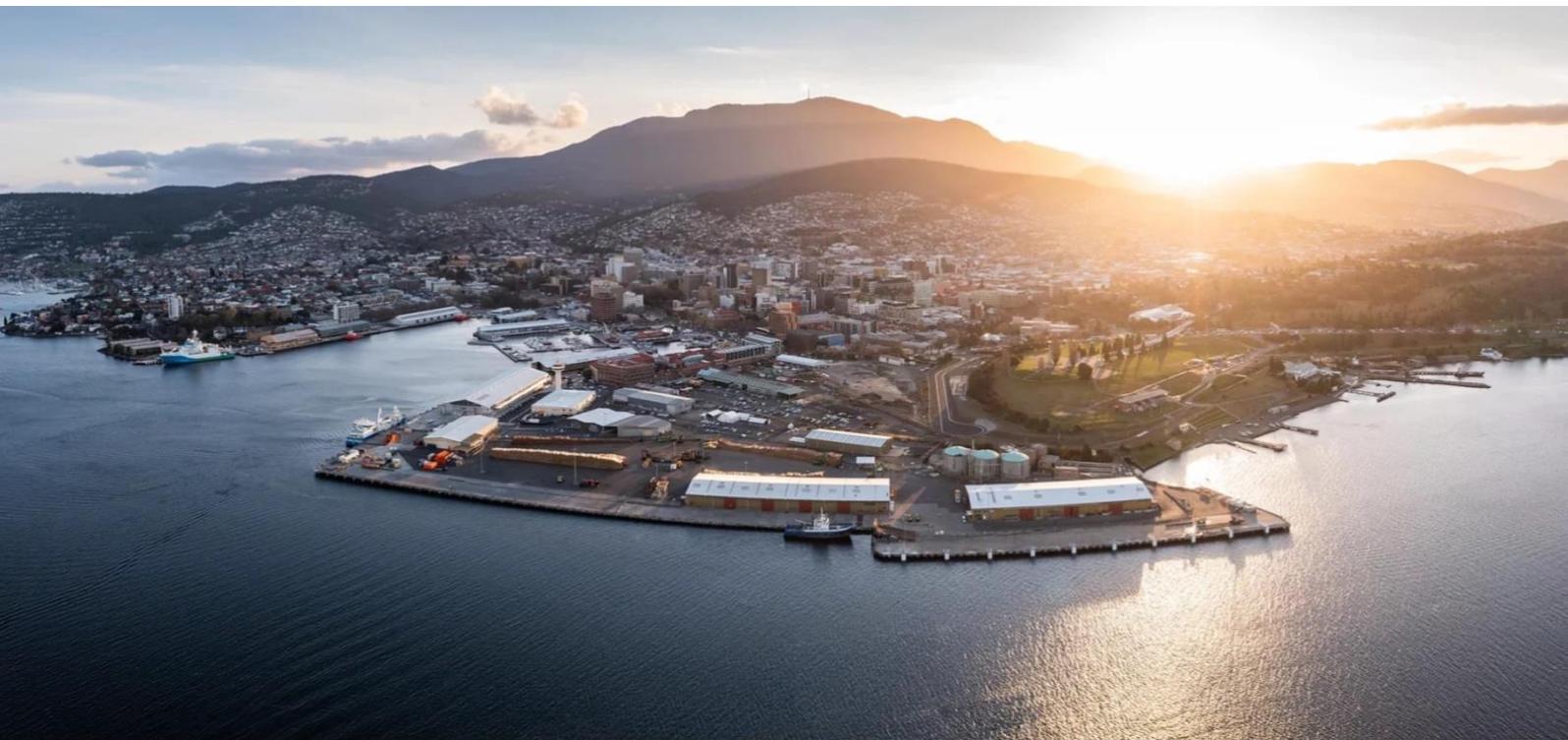
The vision has been shaped through extensive community engagement, including over 2,200 written submissions and more than 100 meetings with businesses, community groups, and partner organisations such as TasPorts, the Department of State Growth, Stadiums Tasmania, and Homes Tasmania. This collaborative approach ensures that development reflects community expectations while supporting Tasmania's broader strategic priorities.

Mac Point's history spans nearly 200 years. Originally home to the Muwinina people, the site later evolved into a farm, abattoir, gasworks, rail yard, and military operating base. Today, the precinct incorporates interpretive installations to share and preserve its layered past.

Significant remediation and geotechnical works have already been undertaken to prepare the land for long-term development. Planning for the proposed multipurpose stadium includes detailed visual, environmental, and design assessments to integrate the structure sensitively within the surrounding Hobart landscape.

Mac Point represents a transformative opportunity to deliver a connected, culturally significant, and future-focused precinct for Tasmania.

For more information, please refer to <https://www.macpoint.com/>



Role Summary

- Career defining senior executive role shaping Macquarie Point's future vision
- Lead the commercial strategy for the major Tasmanian urban renewal project
- Drive precinct development, partnerships and investment outcomes

Macquarie Point Development Corporation (MPDC) is leading one of Australia's most significant urban renewal programs. It is a once in a generation opportunity to influence the future of a major capital city precinct enabling the transformation of Macquarie Point into a vibrant mixed-use precinct, including the delivery of a new multipurpose stadium. This is a rare and career-defining opportunity to join the Executive Leadership Team and shape a precinct that will redefine the future of Greater Hobart.

About the Role

Reporting directly to the Chief Executive Officer, the Executive Director, Commercial is a key strategic leader and responsible for driving the commercial strategy across the entire organisation. You will lead major commercial development initiatives, oversee commercial planning for the precinct and stadium projects, and ensure MPDC's commercial interests are protected and optimised.

As Executive Director Commercial you will influence and guide the commercial vision of a highly complex, multi-year redevelopment program, working closely with government, delivery partners, developers, and key stakeholders to ensure the precinct's economic, cultural and social goals are achieved.

To be successful in this role you will be a respected commercial leader with deep experience in major precinct, infrastructure or property development environments. You are strategic, innovative and commercially astute. You will be skilled at navigating complex environments, manage and mitigate risk, influence diverse stakeholders and deliver measurable results.

About You

- Extensive senior leadership experience in commercial strategy, procurement, investment management or large-scale property development.
- Proven expertise leading end-to-end commercial processes for major capital or precinct projects.
- Strong capability in financial modelling, feasibility analysis, valuations and ROI assessment.
- Demonstrated ability to build strategic partnerships and maintain stakeholder confidence in high-profile environments.
- Exceptional communication and negotiation skills, with experience working with Boards, government, delivery partners and external stakeholders.
- A track record of shaping strategy, driving performance and cultivating high-performing teams.

For a confidential discussion and the Candidate Brief please call Jen D'Arcy Smith, 0449 967 781 or Alison Myatt on 0412 630 817

Please send an application quoting **Ref No A006122** to Watermark Search International at search@watermarksearch.com.au. We will reply to the email address used for your application.

Closing date: 11.55 pm AEST Thursday, 9th of April 2026



Primary Purpose of the Role

Title:	Executive Director, Commercial
Location:	Hobart
Employment Condition:	Fixed Term - SES Contract – 5 years
Award/Classification:	Senior Executive Service Level 3
Immediate supervisor:	Chief Executive Officer

Organisational Objective

Macquarie Point Development Corporation is a statutory corporation, responsible for the remediation, redevelopment and transition of Macquarie Point into a vibrant mixed-use precinct. This includes delivering a multipurpose stadium on site. The Corporation was established and is governed by the Macquarie Point Development Corporation Act 2012. Our work is overseen by a Board, comprising the Chairperson, CEO, and between three and six Directors appointed by the Governor on the recommendation of the Minister.

Our vision is to: build the Mac Point Precinct into a place to gather, celebrate and reflect, through the arts, culture, sport, events and entertainment; and create a mixed-use precinct that is accessible to all people, offers vibrant experiences and destinations, and contributes to the delivery of the 30-Year Greater Hobart Plan.

Our role is to: manage the transition of Macquarie Point, safely and effectively, from its industrial past to a remediated and redeveloped vibrant mixed-use precinct.

This includes designing, seeking statutory approvals for, and delivering a multipurpose stadium on the site.

Position Objective

The redevelopment of Macquarie Point is an urban renewal project in central Hobart, which will see a former industrial site revitalised into an exciting mixed-use precinct incorporating a multipurpose stadium.

The Executive Director, Commercial is a key member of the executive team responsible for overseeing the commercial strategy of the whole organisation, the commercial aspects of development of the precinct, the integration of the stadium, the delivery of all supporting infrastructure and the interdependencies of all aspects of development of the precinct and stadium projects.

This role is an executive leadership role, supporting and reporting to the CEO. A key aspect of the role is responsibility, with the CEO, Executive Team and the Board, for creating and maintaining a positive, delivery-focused culture within the organisation that balances the Corporation's strategic, financial, people, risk and stakeholder management objectives.

Major Duties

1. Lead the commercial strategy of the organisation to achieve the Corporation's objectives and strategies outlined in the Corporate Plan, Statement of Ministerial Expectations and as set by the Board.
2. Develop and execute the commercial development strategy for the Macquarie Point Precinct. This includes implementation, commercial, value capture and land development strategies to deliver the Site Master Plan and vision for the site.
3. Ensure the Corporation's commercial interests are well represented and supported across all functions of the organisation, in keeping with the Corporation's risk appetite.
4. Provide commercial advice to the CEO and, where required, the Board to achieve the Corporation's objectives and strategies.
5. Ensure commercial development and master planning of the site is clearly planned and informed by commercial strategies.
6. Support the CEO and the Executive Leadership team in developing and maintaining a positive, delivery-focused corporate culture. This includes leading by example, active contributions in leadership and team meetings and respectfully coaching or influencing team members across the organisation as needed – to ensure a positive,

delivery-focused culture is evident with appropriate balance of strategic, financial, people, risk and stakeholder management objectives.

7. Across the Macquarie Point entire precinct, drive strategic growth initiatives end-to-end, including due diligence, feasibility assessments, preparation of strategic business cases, commercial evaluations, transaction execution, and post-transaction integration. Identify, assess, and manage investment opportunities to maximise property development, design excellence, public domain and activation outcomes, ensuring alignment with strategic, financial and risk objectives.
8. Lead engagement with and procurement of development and delivery partners for the urban renewal of the precinct, including consideration of value and risk allocation in order to protect the Corporation's interests and incentivise performance, financial and community outcomes. This includes preparing packages for the market and representing the Corporation in sensitive financial and business negotiations with commercial developers and potential investors to achieve the best possible returns.
9. Develop immediate and long-term planning and forecasts to ensure sequencing planning, commercially informed development and delivery of development, supporting infrastructure and public domain activation on site.
10. For the precinct, consider and explore relevant funding and commercial partnerships, joint ventures, and development options and market participation to maximise development outcomes in keeping with the Corporation's principles, functions and objectives, and consider value capture, contributions and funding options to deliver public domain infrastructure.
11. Lead and mentor the commercial, precinct and delivery teams, fostering a motivated, productive and positive team culture that supports high performance and professional development, while delivering on the Corporation's commercial and development objectives, and maintaining strong financial, project management and reporting controls.
12. Maintain a strong working knowledge of the Corporation's commercial and development objectives, status and priorities, risks and opportunities. Provide accurate reporting and represent the Executive Team and organisation internally and externally including in hearings and scrutiny processes, reviews, governance forums and Board meetings.
13. Work closely with internal and external stakeholders, including regular engagement, discussion and effective collaboration and management of stakeholders and delivery partners to maintain trust and confidence in the Corporation within relevant market sectors.

Level of Responsibility, Direction and Supervision

The Executive Director, Commercial reports to the CEO. The role is directly responsible for the efficient and effective management of the commercial and development teams; and taking a whole of Corporation focus as a member of the Executive Team. The Executive Director, Commercial will be required to operate with a considerable degree of autonomy in the execution of the duties of the role and will be responsible for providing advice directly to the Board, and the Minister and to represent the Corporation directly in key forums such as Budget Estimates and public hearings.

The person occupying the position will operate within a complex and multi-disciplinary operating environment and will be accountable for achieving agreed project, Corporation, and government objectives. In doing so, the position will exercise initiative, a high degree of leadership, judgement, and political understanding to determine strategies, priorities, work standards, and resource allocation and comply with legislative, regulatory, and government-mandated frameworks.

The position requires a strong emphasis on building and maintaining effective relationships with key internal and external stakeholders, including consultants, delivery partners and developers, along with demonstrated capabilities in people leadership.

The occupant exercises significant financial and human resource delegations. Details of the delegations of this position will be provided to the occupant and must be exercised in accordance with the scope and within any specified limitations.

Performance Management

The Corporation's performance management framework is designed to support its business planning process and provide a clear link between the incumbent's performance and development and the achievement of the Corporation's strategic direction.

The performance assessment will be based on the key achievements against the annual performance agreement, which will incorporate an assessment of demonstrated capability against the Senior Executive Leadership Capability Framework

to shape strategic thinking; achieve results; cultivate productive working relationships; exemplify personal drive and integrity; and to communicate with influence.

Selection Criteria

- The position objective and major duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.
- Shapes strategic thinking— High level strategic, conceptual, analytical and creative capability evidenced by a strong track record in applying sound judgement and deriving pragmatic contemporary solutions to resolve complex matters related to commercial strategy and arrangements.
- Achieves results— You are solutions-focused and able to demonstrate an ability to generate ideas. You have senior management experience in timely and responsive policy and project initiatives. Proven ability to be adaptive, flexible and creative to achieve results in a high-pressure dynamic environment.
- Cultivates productive working relationships— Ability to lead and manage people in a values-based organisation, with proven ability to motivate, engage and develop people in a dynamic team environment. Demonstrated integrity to build strategic partnerships and effective relationships with key stakeholders to engender goodwill, stakeholder trust and effective engagement.
- Exemplifies personal drive and integrity—demonstrate the Corporation's values, including drive, professionalism and integrity, in everyday actions with a strong proven performance in previous senior roles, possessing high-level initiative and adaptability, and the ability to manage change, motivate, guide and mentor staff, and achieve results in a changing environment.
- Communicates with influence—demonstrated capacity to communicate clearly; negotiate persuasively; resolve conflict; and develop effective networks managing upwards, outwards and with colleagues, including experience reporting to Boards, Executive Committees, and external stakeholders. Ability to articulate complex commercial, financial and strategic concepts clearly, support decision-making, and align diverse interests across projects and partnerships. Ability to represent the Corporation externally at a senior level and develop high quality papers and reports.
- Role specific criterion: Proficiency— extensive senior leadership experience, with a proven track record in managing end-to-end commercial and procurement and leadership of commercial development strategies for large, complex capital projects, strategies and negotiations.
- Role specific criterion: Expertise—significant experience and knowledge, together with demonstrated capacity in:
 - Strategic Commercial Property Development and Investment Management
 - Proven ability to determine, recommend, and implement commercial development strategies for large complex infrastructure projects that align with corporate objectives. This includes leading end-to-end investment processes, evaluating acquisition and divestment opportunities, and managing large-scale property and infrastructure delivery developments. Extensive experience leading the front-end, commercial award of significantly complex contracts for large-scale capital projects.
 - Advanced Valuation, Financial Modelling and Investment Analysis Skills
 - Expertise in delivering valuations, feasibility studies, and ROI assessments for commercial ventures. Proven ability to critically assess investment opportunities and provide sound commercial insight to support strategic decisions and maximise business returns across the entire enterprise's operations.

For more information on Senior Executive leadership capabilities, please refer to the State Service Senior Executive Leadership Capability Framework.

Requirements

Essential

- Tertiary qualification(s) in Commerce, Law, Project Management, or a related discipline

Desirable

- 5 years of experience in a senior leadership role with a focus on corporate strategy and investments.
- Proven track record of leading strategic investment initiatives, including end-to-end execution and integration of large precinct developments incorporating key infrastructure.

Working Environment

We work together collaboratively and safely. Our work together is supported by our team charter and values, the way we work together is a key part of achieving all of our Corporation's objectives, with particularly emphasis on:

- Work in partnership – including engaging with community, and working closely with stakeholders and delivery partners
- Being a Corporation that is viable, valued and fit for purpose.

Our workplace includes an open office environment, off-site locations and a primary development site, where risk-awareness and safety are part of every day.

Employees can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Some out of hour's work will be required from time to time.

Values

Integrity

- We are transparent, honest and respectful in all of our dealings, both within the team and with stakeholders.
- We are professional and take responsibility for our actions.

Community

- We keep our community and stakeholders at the centre of everything we do.
- We value community input and recognise its importance in defining Macquarie Point.

Innovation

- We lead change by thinking innovatively to solve problems and produce optimal outcomes.
- We work to make a difference in our community by delivering a world-class precinct through vision, influence and action.

State Service Principles and Code of Conduct

Employment in the State Service is governed by the State Service Act 2000. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the State Service Act 2000 and can be found on the State Service Management Office website at <http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 State Service Principles. All employees must read these and ensure they understand their responsibilities.

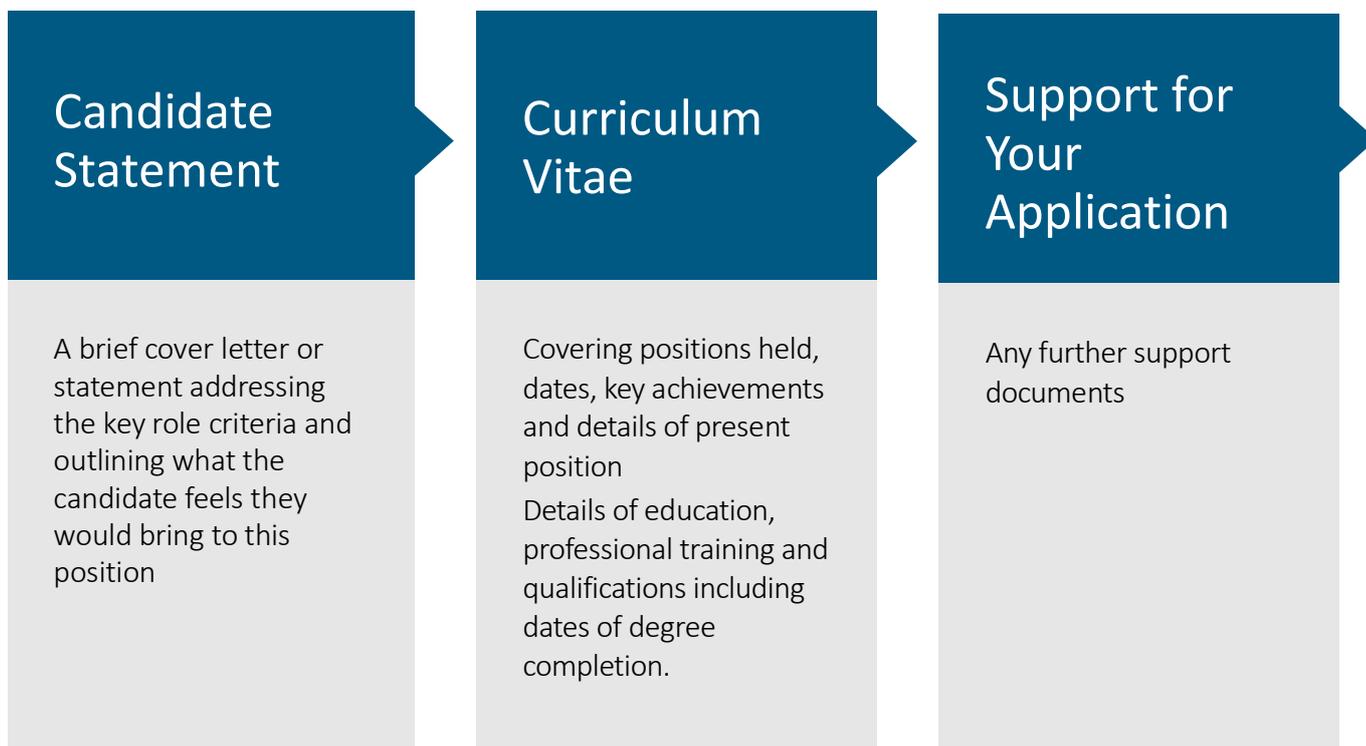
Work health and safety and workplace diversity

All members of our team are part of contributing to a safe workplace that supports and promotes work health and safety, diversity, and equal participation opportunities. All employees are expected to contribute to a safe working environment, as well as practising, promoting and upholding the principle of fair and equitable access to employment/promotion, personal development and training and the elimination of workplace harassment, bullying, discrimination and violence.

How to Apply

An executive search is being undertaken by Watermark alongside the public advertisement.

Applications for the position will need to include the following:



For a confidential discussion please call Jen D’Arcy-Smith or Alison Myatt of Watermark Search International who are leading the search on behalf of Client.

Jen D’Arcy-Smith
Partner, Executive Search
0449 967 781

Alison Myatt
Head of Research
0412 630 817

Mia Son
Project Administrator
03 8629 1317

Please send your application quoting **Ref No A006207** to Watermark Search International at search@watermarksearch.com.au. We will reply to the email address used for your application.

Closing date: 11.59 pm AEST Thursday, 9th of April 2026

Our Capabilities



Executive Search

Founded in 1979, we are one of the longest established Australian executive search firms. Even though we are, above all else, an Australian based firm, we have an established track record in attracting and then securing, overseas candidates.

We have considerable expertise in senior executive appointments across a broad range of public and private sector organisations. Our firm has been built on a substantial body of work undertaken for publicly listed companies, private companies, professional services, state owned corporations, government agencies, departments and advisory boards.



Interim Executive

We provide immediate and high-level specialist executives with the experience to bring stability to and provide guardianship for a company during a period of change, executive absence or performance turnaround. We also assist with providing executives who deliver on projects, programs or specialist reviews. When clients are ready to appoint an executive, we normally complete the assignment within two weeks. Our latest survey shows that those executives remain in place for an average of 9 months.



Board Appointments

We believe that strong boards make for better organisations and improved business performance. In conducting searches we do not simply look for 'a name' but rather search for candidates with the relevant skills to add real value to a board. We often start our board search by working with the client to produce a Board Skills Matrix, which then informs the specific brief.

Our track record ensures familiarity with the specific, and often sensitive, challenges involved in appointing Non-Executive Directors and Chairs with the right skill, personal and cultural fit.



Thought Leadership

As thought leaders, we undertake various pieces of research and market analysis to form our Agile Leadership Lessons Podcast, Annual Interim Executive Survey and Board Diversity Index. To view our current reports please [click here](#).

Candidate Care



At Watermark, we recognise we have a duty of care to both our clients and the candidates. As an ambassador for Macquarie Point Development Corporation, we recognise how important our role is in representing your brand, we take this responsibility seriously and treat successful and unsuccessful applicants with the same level of respect:

- All candidates filtered out before an initial interview are advised in writing.
- Candidates sourced by Watermark are called and given feedback on their performance throughout the selection process; this includes feedback about their experience, knowledge, capabilities and fit for the organisation as well as feedback about their interviewing and presentation techniques.
- Candidates who proceed to client interviews are debriefed and receive feedback either face-to-face or over the phone; this includes feedback as outlined above, plus specific feedback from any notes taken during the interview. We also provide feedback on areas for development such as interview skills, professional development and career guidance.

Candidate Charter



We respect our candidates as individuals and value them as an integral asset to our business. Our focus is on understanding their talents and aspirations and matching them to the right role and organisation. Whether we approach you about a specific role or you contact us to explore opportunities, we want you to experience our commitment to providing a seamlessly professional, constructive, integrity driven service where we care about our engagement with you.

Watermark Search are members of the [Association of Executive Search Consultants](#) (AESC) which means their Code of Professional Practice applies to us.

AESC members:

- Integrity - conduct themselves and their business activities with absolute integrity and are at all times open, honest, and worthy of trust.
- Excellence - focus on their clients' unique business needs, providing high quality service and using rigorous results-focused methodologies.
- Objectivity - serve as trusted advisors, exercising independent, objective judgment.
- Diversity and Inclusion - value diverse leadership. They identify the most qualified talent by searching and assessing without bias.
- Confidentiality - always respect any confidential information entrusted to them by clients and candidates.
- Avoiding Conflicts of Interest - avoid conflicts of interest with clients and candidates. Where a potential conflict may exist, members disclose and resolve those conflicts.

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If ever you feel we have not lived up to this code of ethics, please tell us. We want to know.

Email our Managing Director at David.Evans@watermarksearch.com.au.

Contact Us

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