



POSITION DESCRIPTION

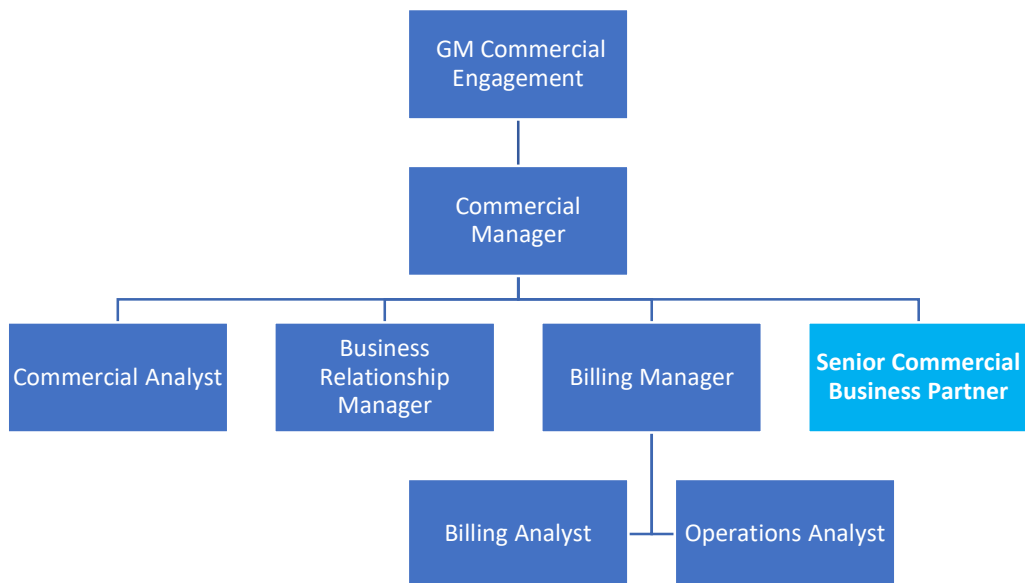


Position title:	Senior Commercial Business Partner		
Reports to:	Commercial Manager		
Group:	Commercial Engagement	Unit:	Commercial
Revision (m/y):	7/2025	Date:	31 July 2025

Purpose

To lead the development of robust, evidence-based business cases that support innovation, investment, and transformation within WEL.

Reporting Structure



Resource Accountabilities

Staff numbers	Nil	Operating Budget	Nil
Capital Budget	Nil	Expense Authority	As per DFA policy

Performance Outputs

Key Result Areas (What/Result)	Key Tasks / Activities (How)	Performance Measures (Quantity, Quality, Time, Cost)
Business Case Development	<ul style="list-style-type: none"> Review and update business case templates that meet business needs Lead the preparation of comprehensive business cases for new initiatives, capital and operational investments, and commercial agreements. Collaborate with cross-functional teams to gather inputs and validate assumptions. Present recommendations to senior leadership and governance forums. Track and report on the outcomes of approved business cases to ensure benefits are realised and lessons are captured 	<ul style="list-style-type: none"> Business case templates set up and in use across the business; Good quality business cases developed and linked to business risks, benefits and strategy; Business cases developed through cross-functional feedback from the business; Business cases approved to proceed; Business cases benefits are tracked and realised by the business.
Financial Modelling & Scenario Analysis	<ul style="list-style-type: none"> Build and maintain financial models to assess investment options and commercial initiatives. Conduct sensitivity and scenario analysis to support risk-based decision-making. Provide insights on financial impacts of regulatory, market, and operational changes. 	<ul style="list-style-type: none"> Solid financial models in place and in use across the business; Evidence of analytical reviews and data-based decision making; Trends are identified and well-explained.
Engagement	<ul style="list-style-type: none"> Work collaboratively with internal stakeholders including finance, engineering, regulatory, and operations teams. 	<ul style="list-style-type: none"> Evidence of cross-functional teamwork and business led outcomes;

	<ul style="list-style-type: none"> Engage with external stakeholders such as consultants, auditors, and regulatory bodies as required. 	<ul style="list-style-type: none"> Relationships established with key external stakeholders.
Commercial Support	<ul style="list-style-type: none"> Assist the Commercial team in revenue forecasting, pricing strategy development, and pricing options modelling. Assist with regulatory submissions which align with WEL's strategy and goals and advance the organisation's interests Support contract negotiations with commercial partners, including financial analysis and deal structuring. Monitor and report on the financial performance of key commercial initiatives. 	<ul style="list-style-type: none"> Budgets, forecasts, and monthly reports are accurate and meet the communication and presentation standards of the team; Submissions are persuasive and aligned with WEL's organisational goals; Commercially astute agreements in place; Financial performance monitored and recommendations for actions proposed and required.
To participate and contribute to projects	<ul style="list-style-type: none"> Undertake special projects for WEL when required; and Undertake continuous improvement projects as and when required. 	<ul style="list-style-type: none"> Achievement of agreed project measures.
Targeting "Best in Safety"	<ul style="list-style-type: none"> Promotion of good safety management practices; Participation in safety and wellness activities; and Being a safety leader. 	<ul style="list-style-type: none"> WEL's health and safety policies and procedures are always adhered to.
To work in and promote a 'Best in Service' attitude to all endeavours	<ul style="list-style-type: none"> Engage within the business and with community / external stakeholders in a way that supports 'Best in Service', always. 	<ul style="list-style-type: none"> WEL's reputation is enhanced in the community; and You are known for your excellent customer service.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Person Specification

Qualifications	Essential	<ul style="list-style-type: none"> A level 7 tertiary qualification in business, finance, economics or related field
	Desirable	<ul style="list-style-type: none"> Honors degree or post-graduate qualification
Experience	Essential	<ul style="list-style-type: none"> Minimum 10 years' post-graduate experience in a commercial, financial, or consulting role. Demonstrated experience in business case development and commercial analysis. Strong financial modelling and analytical skills, with proficiency in Excel and / or financial software.
	Desirable	<ul style="list-style-type: none"> Experience in a Big Four firm and/or the electricity or infrastructure sector is highly desirable. Understanding of New Zealand's electricity market and regulatory environment.
Role Specific Competencies	<ul style="list-style-type: none"> Integrity: Demonstrates consistently high integrity, professionalism and business ethics. Leadership: Motivates, empowers and manages others to achieve business goals. Teamwork: Works co-operatively as part of the team. Actively seeks out and listens to the views and ideas of others. Shares information and knowledge freely. Collaboration: Works with peers and others across the business to achieve win-win results, and drives behaviour to optimise business outcomes rather than department outcomes. Problem Solving / Critical Thinking: Analyses issues and breaks them down into their component parts. Able to gather a wide range of information, comprehend and make systematic and rational business judgements to reflect relevant information and/or a changing landscape. Achievement Focused: Demonstrates a readiness to make decisions, is resilient and proactive when facing difficult issues, and takes initiative and originate action. Communication: Speaks clearly, fluently and in a compelling manner to both individuals and groups. Writes in a clear and concise manner, using appropriate grammar, style and language for the reader. 	

	<ul style="list-style-type: none">• Negotiation: Listens, comprehends and empathises with parties to develop relationships and rapport with others.• Technical Ability: Provides high quality analysis, processes and developments using the tools provided.• Planning and Organising: Organises and schedules activities and resources efficiently.• Customer Focus: Dedicated to providing a prompt, efficient and personalised service to clients (internal/external) and works hard to ensure that individual client needs are met.• Quality Orientation: Has a very high attention to detail. Shows awareness of goals and standards. Follows through to ensure that quality and productivity standards are met.
--	--

Our Purpose

Enabling our *communities to thrive*

Our Vision

To create and support an *innovative and sustainable energy future*

Best in Service

So we have the *trust of our community*



Best in Safety

Every Day - **Home Safe**



Our Values



Agile

We listen to ideas, we explore opportunities and we adapt to changing situations with an open mind. When change is needed we make sure we understand why and we make it work. We're flexible and we respond professionally to change.



Build the business

We make sure our day to day activity is sound while exploring ways to improve the way we work or things we do. We often ask "is there a better way to do this?" and we investigate options.



Care for each other, the customer and our assets

We work as a team across the business to do things the right way. We treat others with respect, listening to their needs so we can deliver a reliable and safe service to our communities.



Do the right thing

We make decisions with integrity and when we can, we help others make the right decision for their situation. We're open, honest and trustworthy. We speak up if we feel we should and we listen to others.



Every Day - Home Safe

We lead by example to keep ourselves, our workmates and our communities safe. We use the right equipment, we challenge unsafe acts and we say no if we think it's not safe.