



BuildSkills Australia



State Manager, Industry
Engagement, WA

Information for Candidates

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About BuildSkills Australia

BuildSkills Australia (BSA) is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.

Jobs and Skills Councils (JSCs) have been established by the Department of Employment and Workplace Relations to provide industry with a stronger voice to ensure that Australia's vocational and training sector delivers better outcomes for learners and employers. A national network of 10 JSCs provides leadership to address skills and workforce challenges for their industry, identifying skills and workforce needs, mapping career pathways and providing advice regarding issues relating to specific industries.

BuildSkills Australia (BSA) covers industries that provide property services, small or large scale construction services, traditional building as well as large scale civil infrastructure services and water infrastructure operations.

BSA provides independent advice on current, emerging, and future workforce skills and training requirements, working with unions, employers and state and territory governments to improve skills development, employment opportunities and economic growth.

Foundation members of BSA are as follows:



Jobs and Skills Councils

A Jobs and Skills Council is a not-for-profit company that is industry-owned and industry-led. They are part of a national network of 10 JSCs that provide leadership to address skills and workforce challenges for their industry. They:

- align effort across industries to improve VET system responsiveness
- build stakeholder confidence
- drive high-quality outcomes for the VET sector, learners and business.

JSCs will identify skills and workforce needs for their sectors, map career pathways across education sectors, develop contemporary VET training products, support collaboration between industry and training providers to improve training and assessment practice, and act as a source of intelligence on issues affecting their industries.

Each JSC works closely with Jobs and Skills Australia, drawing on its workforce analysis and projections to plan for their industry sector and creating a consistent approach to addressing skill gaps.

JSCs are responsible for four core functions:

Workforce Planning

Workforce planning is the strategic centrepiece for JSCs and informs the other functions.

Workforce planning underpins intelligence-gathering for strategic priorities and will be a critical focus to guide strategic planning.

Training Product Development

Training product development requires JSCs to develop training products in line with standards set by Skills Ministers to improve the quality, speed to market and responsiveness of training products.

Implementation, Promotion and Monitoring

JSCs will partner with training providers and organisations to align workforce planning objectives and national training products with career advice and 'on the ground' training delivery.

Industry Stewardship

JSCs will act as a source of intelligence on workforce issues affecting their industries and provide advice on national training system policies.

For further information about Jobs and Skills Councils, click [here](#).

Position Overview



The State Manager, Industry Engagement, Western Australia is responsible for establishing and maintaining relationships with key stakeholders to deliver BuildSkills Australia's industry engagement strategy. BSA's State Managers are responsible for ensuring a current knowledge and awareness of key challenges and priorities within their jurisdiction (across the residential, commercial, civil, infrastructure and property services sectors) and helping propose initiatives to address them. These key positions report to the Executive Director, National Industry Engagement and will be responsible for supporting the Executive Director to capture insights and develop material to present to the CEO and the Board.

As a valued member of the BuildSkills team, the State Managers, Industry Engagement will be accountable for on-the-ground stakeholder engagement for all relevant industry sectors for their jurisdiction. The State Managers will work collegiately and with the Executive Director, Industry Engagement to shape the strategic direction of the BuildSkills engagement strategy and implement it by building strong and lasting relationships with key stakeholders across government, industry and unions. They will also be responsible for providing input into the strategy as required.

The State Managers, Industry Engagement will be critical in eliciting and capturing stakeholder insights and reporting these back to relevant BuildSkills team members. They will work closely with the Workforce Planning, Intelligence and Data team to inform workforce planning activities. They will also work closely with the Projects team to support the stakeholder engagement needs of project work.



Key Responsibilities

- Build and maintain strong relationships with stakeholders (across industry organisations, unions, employers, government and the VET system) for the residential, commercial, civil, infrastructure and property services industry sectors.
- Supervise and manage all operational aspects within the relevant state/s and/or territory, ensuring compliance with relevant organisational policies and standards.
- Document and report on key workforce and skills challenges, and work with stakeholders to develop proposed solutions and provide advice.
- Collaborate closely with BuildSkills workforce planning and project delivery functions to ensure that the stakeholder consultation elements of those functions are delivered effectively.
- Generate regular reports on jurisdiction performance and communicate this with the Executive Director, National Industry Engagement.
- Collaborate with other State Managers, Industry Engagement and cross-functional teams to streamline operations and share best practices.
- Build and maintain strong relationships with all levels of government regarding jobs, skills and training.



Key Selection Criteria

As a leader within BSA, you will be expected to demonstrate the following attributes:

- **Visionary leadership:** inspiring a clear and compelling vision for the organisation's future.
- **Effective communication:** ability to tailor communication for a broad range of internal and external stakeholders.
- **Stakeholder engagement and management:** ability to build and maintain strong relationships with a diverse stakeholder base across geographies, industry subsectors and type (eg government, unions, industry).
- **Adaptability:** embracing change and being flexible in response to evolving circumstances.
- **Empowerment:** encouraging and enabling team members to take initiative and make decisions.

Required experience:

- Carrying out on-the-ground stakeholder engagement in a complex landscape, preferably in the building, construction and/or property services industries.
- Implementing an industry engagement strategy and providing input where needed.
- Working in a cross-geography team.
- Working in the national skills and training system.



Other Relevant Information



This position is offered on a full time, ongoing basis. An attractive salary package will be negotiated with the successful candidate.

It is expected that the State Manager, Industry Engagement, WA will be based in Western Australia.

BSA is an equal opportunity employer, encouraging applications from candidates of all backgrounds and experiences.

Pre-employment screening will be carried out to ensure compliance. This will include (but may not be limited to) reference checks, a criminal history check and right to work check.

Application Instructions

To apply, please visit fisherleadership.com and [Apply Online](#) using reference **BSAine0424-WA** and addressing your cover letter and resume to Andrew Norton, Managing Partner.

Your application should include:

1. A covering letter, clearly quoting **BSAine0424-WA** and including a statement detailing your experience relevant to the position and in line with the key selection criteria above, citing evidence to support your claims.
2. A complete and current CV.

Please direct enquiries to Andrew Norton on 1300 347 437 or +61 3 9016 6000.