

# Position Description:

## Certification & Joint Venture Assessor, Indigenous Business.

### Position details

Employment classification	Full time
Probationary period	6 months
Location	Brisbane (Remote locations considered)
Reports to	Head of Compliance, Indigenous Business
Identified Position	No
Commencement Date	July 2022-August 2022

### Key behaviours and values

Supply Nation's values guide the way we work without members and suppliers, within our communities and with each other. Through integrity, accountability, collaboration, excellence and empowerment, we create a culture where ideas flourish and a difference is made. We work together to transform the Indigenous business sector.

#### Integrity

We care deeply about what we do and how we do it. We stand up for what we believe in.

#### Accountability

We take responsibility for our own actions. We honour our commitments.

#### Collaboration

We work together as a unified team to produce the best results for our customers.

#### Excellence

We are committed to consistent professionalism as a positive, flexible and responsive, innovative and efficient team.

#### Empowerment

We create and promote a culture where all may thrive.

## Position summary

Supply Nation is the Australian leader in Supplier Diversity and provides a direct business to business purchasing link between corporate Australia, government agencies and Indigenous owned businesses.

Reporting to the Head of Compliance, Indigenous Business, the Certification and Joint Venture Assessors overall objective is to ensure that Indigenous Business verification program maintains the highest standard of integrity and authenticity and that Indigenous Businesses needs and enquiries are actioned where required.

This is a new role, established to respond to the changing needs of the growing Indigenous business sector. The functions of Certification and Joint Venture Assessors will continue to evolve with the needs of the organisation and our stakeholders.

## Key responsibilities

The key responsibilities of the role are to:

- Initial assessment of all new Indigenous business Certification applications and liaison with the Indigenous shareholders (and/or their representative), as required, to confirm/build on their knowledge of documentation and Supply Nation's requirements.
- Initial assessment of Indigenous Businesses Joint Venture (IJV) applications to be registered on Supply Nation's Indigenous Business Direct including the coordination and conduct of site visits and/or interviews as required and reporting on applications for Joint Venture registration.
- Liaison with Head of Compliance, Indigenous Business and Manager Indigenous Business Joint Ventures and Certification to allocate IJV & Certification interviews to Indigenous Business Officers (IBO's).
- Final assessment and approval/denial of the registrations of processed Joint Ventures following recommendations from IBO's.
- Final assessment and approval/denial of Indigenous Business Certification applications processed by IBO's.
- Assessment of IJV annual audits completed by IBOs.
- Reporting internally and externally regarding Certifications & IJVs.
- Conducting annual and random audits of company ownership, management, control arrangements, Indigenous benefit and Indigenous workforce plans of Indigenous Joint venture registered businesses.
- Assisting in conducting investigative audits and investigative processes.
- Assisting with Certification conversion projects designed to convert registered suppliers to certified suppliers.
- Work collaboratively with the Indigenous Business team as required including:
  - Fielding and responding to Supplier enquiries and needs including supporting registration enquiries and applications, working with Suppliers to ensure database profiles are accurate, complete and appropriate to requirements and,
  - handling incoming Joint Venture registration enquiries to Supply Nation.
- Brief Supply Nation team members on supplier issues and specifics where required.
- Coordinate and maintain the accuracy and completeness of supplier information contained in Supply Nation's customer relationship management system (CRM - Salesforce);
- Work effectively and collaboratively with other team members;
- Project work and other duties as required.

## Workplace health and safety

- Ensure Supply Nation’s compliance with all safety laws nationally including insurances and workplace safety procedures;
- Maintain a clean and safe work environment while complying with all safety policies and procedures;
- Escalate all workplace accidents and hazards to the CEO, and implement immediate action for identified hazards if able to do so;
- Participate in workplace consultative meetings and recommend improvements to relevant work place health and safety practices within the workplace.

## Key selection criteria

### Specialist knowledge and attributes

The Indigenous Business Officer must demonstrate the ability to be process focussed, have a keen eye for detail and have no hesitation in asking difficult questions. High level communication and interpersonal skills with individuals at all levels, and a strong focus on continuous improvement and development are essential traits for success in the role. Effective project management skills with the ability to re-prioritise under pressure will also be important.

- Demonstrated knowledge and understanding of small to medium business enterprises and business structures;
- An investigative mind that does not take information at face value and critically assesses information against a set standard;
- Ability to prioritise and multi-task
- Strong customer focus with superior communication skills;
- Resilience – the ability to adapt to a fast paced and rapidly changing work environment;
- Demonstrated ability to work both in a team environment and independently, displaying a high level of tact, people skills and the ability to maintain confidentiality;
- Demonstrated knowledge and understanding of Indigenous societies, cultures and issues affecting Indigenous Australians in business;
- Excellent level of competence in using Microsoft Office and CRM applications.
- Excellent Customer Services abilities;

### Skills, knowledge and experience

- Demonstrated high level communication, analytical and liaison skills; in particular skills relevant to working with Indigenous communities and other key stakeholders;
- Demonstrated experience in supporting strong working relationships both internally and externally;
- High level administrative skills including the ability to prepare reports, business letters and general correspondence;
- Well-developed interpersonal skills demonstrating a positive approach to client service and managing expectations of Supply Nation Suppliers;
- Thorough understanding of governance documents and compliance requirements of various business structures
- Demonstrated knowledge, or the ability to rapidly acquire knowledge, of different business models and company structures;
- A clear understanding of the importance of the highest standards of professionalism and customer service;
- A ‘can-do’ attitude;
- Ability to anticipate the needs of others to create efficiencies in the workplace;
- Knowledge of supplier diversity in the Australian context will be highly valued;
- Project management experience highly valued;

- Advanced computer and word processing skills.

### **Additional requirements**

- A current driver's license.
- Attendance at after-hours meetings may be required.
- Interstate travel may be required.

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