

## Generation Australia Chief Executive Officer

### Position Background

---

The primary purpose of Generation's Chief Executive Officer (CEO) role is to create an environment that enables Generation Australia to continue to flourish and grow, and deliver strong impact for all stakeholders, including the global network. Leading the coalition in Australia, the CEO works strategically and collaboratively between the Board of Generation, Global Generation leadership, government, business and funders.

The CEO's key responsibilities include shaping the company's strategic trajectory, scaling up Generation's operations, leading business development endeavours, diversifying revenue streams, upholding rigorous financial and governance protocols, all while inspiring a small, capable team.

Critical for the next chapter of success will be the CEO's ability to analyse and strengthen Generation's medium to long term financial position, by leveraging social enterprise opportunities. The CEO will strengthen and grow business development opportunities within the sector and manage pivotal relationships with business, government, funders and other key stakeholders to foster continued growth and impactful outcomes.

**Location:** Sydney & Melbourne, Australia

### Who you'll work with

---

**You will be part of Generation:** the world's largest, fastest scaling global employment program, providing young and mid-career adults with the opportunity to launch successful careers and change their life trajectories. Our goal is to deliver for our learners and employers simultaneously: supporting the personal and financial well-being of our graduates, while helping businesses make entry-level hires who are higher productivity, higher quality, retain longer, and are faster to promotion than peers. Founded by McKinsey & Company, Generation is an independent legal non-profit entity comprising a global hub and a network of in-country affiliates that span 18 countries.

**Generation programs** prepare unemployed or underemployed people for jobs in four sectors: healthcare, technology, retail/sales, and skilled trades. Structured as intensive training ranging from 4 – 12 weeks, the programs offer students integrated technical, behavioural, mindset, and employment skills training, mentorship support and community services as well as job-placement support when they graduate.

## Role and Responsibilities

---

### Primary responsibilities

In this role, the CEO will:

- Spearhead the organisation's strategic growth to enable Generation Australia to innovate and scale its impact.
- Engage and develop senior-level relationships with key stakeholders and be a credible representative for current and prospective partners, including government, corporate and philanthropic partners and other collaborators.
- Diversify Generation's revenue streams to ensure the organisation is financially sustainable and able to deliver on its social impact imperatives.
- Oversee the high-quality implementation of Generation's programs across geographies and sectors and hold implementation partners accountable for the same.
- Ensure that programs are running with adherence to Generation methodology, practices and standards and provide problem solving and tactical support to ensure efficient operations where required.
- Inspire and lead a high performing and accountable team and promote a culture and environment aligned with organisational values.
- Oversee overall financial and operational management, planning, systems and controls including the budgeting process.
- Identify areas of risk and take necessary steps to reduce vulnerabilities.

## Profile

---

### Experience

- Commercially astute C-suite leader (5 years +) with strong business development capability and financial acumen, with a multi-dimensional approach.
- Experience managing stakeholder relationships including those with C-suite executives (e.g., with employer partners, government officials and agencies, implementation partners, and negotiating with external vendors etc).
- Evidence of building and effectively managing funding / relationships – with government, corporate partners and philanthropic funders.
- Results-oriented with a proven track record of increasing revenue by identifying, developing and implementing profitable growth strategies.
- Experience and knowledge of not-for-profit/for-purpose social enterprise principles and practices, underpinned by commercial/government background, highly valued.

- Experience in private and/or public sector fundraising, especially across the skills/education sector is useful but not required.
- Evidence of hands-on leadership in operations settings (particularly those overseeing multiple sites or projects simultaneously) and experience holding accountability for large scale operations.

## **Skills**

- A business development mindset with an innovative and creative approach required for scaling an organisation and seeking opportunities for improvement / growth and funding.
- A proven ability to engage and effectively relate to senior- level stakeholders and partners, is critical.
- Demonstrated experience and presence, and proven networks working across a blend of business, government, corporate and/or community groups and funders.
- Professional demeanour, excellent organisational, interpersonal and communication skills and attention to detail.
- Impact-oriented attitude focussed on outcomes and deliverables, and drive for excellence.
- Sound knowledge of different career pathways and organisational structures/design within the government and private sectors, is desirable.
- Financially astute and able to structure budgets and financially model programs and services for sustainability.
- Ability to lead and manage diverse team in a corporate or management consulting environment.

## **Qualifications**

- Relevant tertiary qualifications.
- Post graduate qualifications including a Master of Business Administration highly desirable.

## **Probity**

- This position is open to applicants who have unrestricted work rights in Australia.
- Applicants must be able to provide satisfactory completion and maintenance of Police and Working with Children's Checks.
- The ability to travel as required.