

Position Title

Business Development Manager

Responsibilities

The Business Development Manager's role includes;

1. Identification and development of business opportunities that leverage off Aquila's assets in:
 - Coal
 - Iron Ore
 - Manganese
2. Preparation of appropriate documentation to assist in the execution of new business opportunities
3. Aquila Projects
 - Develop a sound understanding of the business plans for Aquila's projects
 - Provide inputs into the business planning cycle
4. Reporting
 - Prepare Monthly Reports on the status of all business opportunities
 - Maintain comprehensive records of progress in business opportunities

Reports to

Executive Chairman

Accountabilities

Aquila's head office is in Perth with offices in Brisbane (coal) and South Africa (manganese and iron ore). The Business Development Manager's role is to ensure Aquila extracts maximum shareholder value from its projects, including the opportunities that arise as a consequence of developing those projects. This will require interaction with Aquila's coal and iron ore General Managers and the Head of Exploration.

General accountabilities include;

- Development of sound business plans in conjunction with project teams
- Identification of opportunities for value generation through leverage off existing exploration and development projects
- Development of business opportunities identified
- Manage and coordinate the engagement with third parties that constitute the business opportunity
- Report on progress in relation to the development of business opportunities
- Manage documentation and records to support all potential transactions

The principal outcomes that are required from this role are;

- A ongoing appraisal of opportunities that accrue as a result of Aquila's activities
- Aquila benefiting from opportunities that arise as a result of its project development in all of its key commodities
- Aquila management having a clear understanding of the threats and opportunities available from adjacent projects and operations
- Establishment of the necessary contacts to ensure that there is a broad understanding of the activities occurring in the vicinity of Aquila's projects



Job Description
Business Development Manager

FRM No.

Expectations

Aquila Resources Limited is committed to generating shareholder value from its operating coal mine and its development and exploration operations as efficiently and safely as possible.

Every role within Aquila is expected to ensure the following objectives are achieved;

Safety and Health – “Make sure we do things safely”

- Ensure that all work practices and systems are consistent with the Safety Management System and relevant statutory requirements.
- Support the implementation of specific strategies within Aquila to minimise the exposure of safety related risk to employees from injury or disease.
- Ensure Aquila meets its statutory safety obligations by supporting the Safety Management System.
- Ensure compliance with the safety obligations of persons generally

Business – “Set the example”

As a manager dealing with external contacts and consultants

- Demonstrate a high level of ethical behaviour in all interactions with third parties on behalf of Aquila
- Manage your budget diligently and make every decision so as to optimise the return on every dollar.
- Be prepared to review, change and flexibly manage your plans subject to the needs of the business.

SPECIFIC DELIVERABLES IN 2010

Specific Deliverables

The specific deliverables which will be reviewed with regard to the full year’s performance include:

- Clear strategies for value generation above the base cases for development of Aquila’s projects
- Demonstrated initiative in identifying such opportunities
- Persistence in pursuing outcomes that will add value to Aquila’s projects
- Documentation and execution of opportunities

These deliverables will be the basis for the short term incentive component of the remuneration.

Supervisor

Signature

Date

POSITION DESCRIPTION – READ AND UNDERSTOOD BY EMPLOYEE

Employee

Signature

Date