



APPLICANT PACK

Chief Financial Officer

Sunshine Coast Council



**Leading
Roles**
People ▶ Performance ▶ Partners



Sunshine Coast™
COUNCIL

Message from the CEO

Dear Candidate,

Thank you for your interest in the Chief Financial Officer (CFO) role at Sunshine Coast Council. As CEO, I am pleased to introduce this opportunity to join our Executive Leadership Team (ELT) and contribute to a region that is growing in complexity, scale and ambition.

Sunshine Coast Council is a forward-thinking organisation committed to financial sustainability, commercial innovation and strong governance. The CFO role is critical in driving these outcomes, ensuring that we maintain a sound financial position while unlocking commercial opportunities that enhance our long-term sustainability. This requires not just technical expertise, but strategic acumen, stakeholder engagement and an ability to lead through complexity.

My leadership approach is centred on balancing strategic vision with practical execution. I value leaders who are innovative, commercially astute, and capable of influencing across diverse stakeholders, including the Mayor, Councillors and government agencies. The ideal CFO will have strong networks across funding agencies, treasury bodies and investment partners, coupled with an ability to communicate complex financial matters with clarity and impact.

Beyond the numbers, I am looking for a leader who can challenge the status quo, foster collaboration and drive value creation. Our Finance and Commercial Partnerships Group is not just a back-office function—it plays an integral role in shaping the future of the Sunshine Coast through financial stewardship, procurement leadership, and commercial partnerships. This role will suit someone who thrives in an environment where financial discipline and innovation go hand in hand.

I look forward to engaging with candidates who share this vision and who are ready to make a meaningful impact. If you are a leader who can bring fresh thinking, financial rigour, and a collaborative approach to this role, I encourage you to apply.

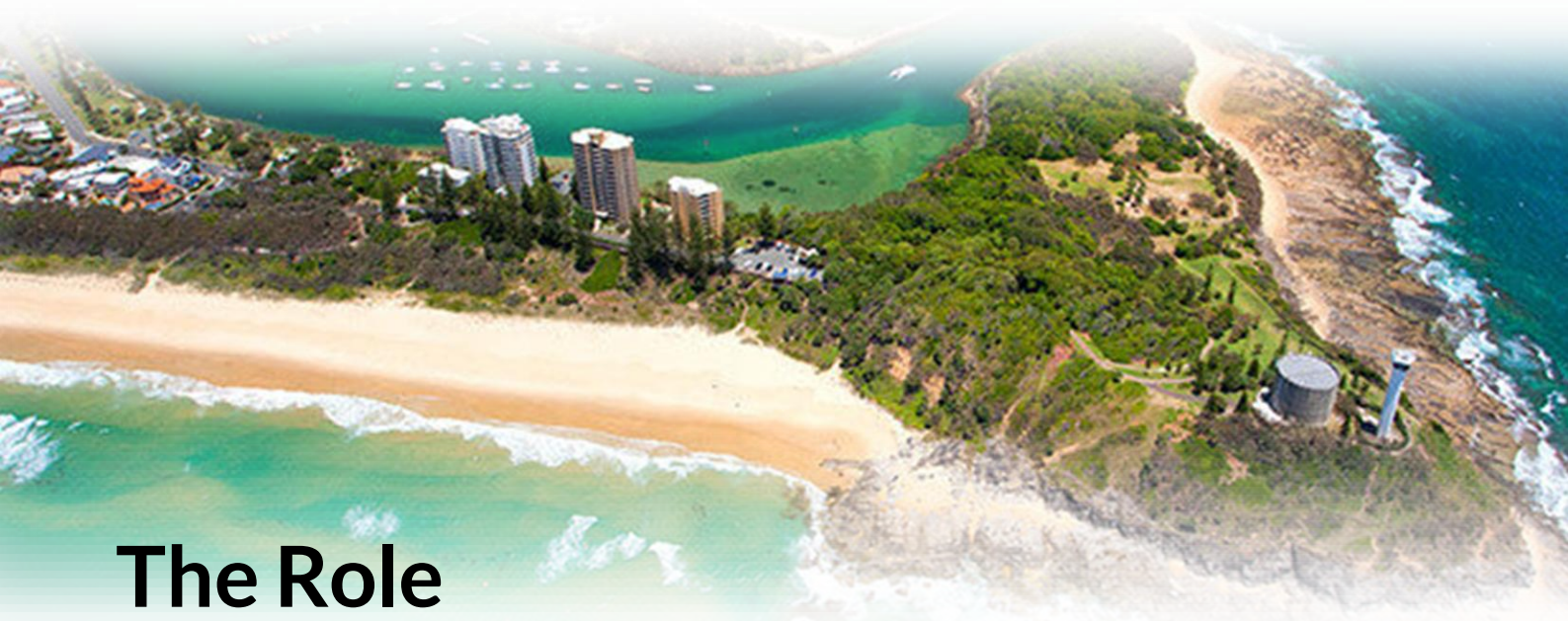
**Best regards,
John Baker**



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We respectfully acknowledge the Traditional Owners, the Kabi Kabi and Jinibara peoples as the custodians of the land and waters, on which we work, live and play. We pay respects to the broader First Nations community and to Elders, past, present and emerging and acknowledge their continuing culture and contribution to the life of the region.



The Role

Sunshine Coast Council is seeking a strategic and commercially astute Chief Financial Officer (CFO) to lead its financial, procurement, property and commercial functions. As the first true CFO role in Queensland local government, this position reports directly to the CEO and sits at Director level, providing executive leadership in one of Australia’s largest and fastest-growing local authorities. By 2032, the region’s population is projected to exceed 500,000, positioning the Council at the forefront of major economic and infrastructure development.

As a key member of the Executive Leadership Team (ELT), the CFO will drive financial sustainability, commercial partnerships and procurement strategies that underpin the Council’s long-term economic growth and resilience. This is a high-impact, strategically focused role, overseeing Procurement, Property, Commercial Services and Financial Services, with a mandate to optimise commercialisation, value creation and financial governance.

With a multi-billion-dollar budget, rapid regional expansion and a pivotal role in the 2032 Olympics, this position offers the opportunity to lead at scale—balancing financial oversight with commercial innovation to drive new revenue streams, investment partnerships and sustainable growth.

About Sunshine Coast Council

As one of the largest and fastest-growing local governments in Australia, Sunshine Coast Council serves a population of over 365,000 residents across a diverse and expanding economic landscape. The region has seen consistent economic growth, with key industries spanning tourism, innovation, property and investment. The Council is focused on financial sustainability and economic development, ensuring that investment in infrastructure, services and commercial ventures supports both the region’s future prosperity and its liveability.



The Opportunity

This is a rare and career-defining opportunity for a financial leader with a proven track record in complex financial management, strategic commercialisation and stakeholder engagement.

The CFO will:

- Lead the Finance & Commercial Partnerships Group, overseeing Council's financial strategy, procurement, commercial partnerships, investments and property portfolio.
- Drive financial sustainability through robust fiscal policies, innovative revenue strategies and prudent investment management.
- Engage at a strategic level with the CEO, Directors and elected officials, fostering trust-based relationships with the Mayor and Councillors.
- Represent SCC in high-level negotiations and engagements with state and federal agencies, investors and commercial partners.
- Spearhead financial turnaround initiatives to position SCC as a leader in financial governance and commercial excellence.
- Develop and implement financial strategies that align with SCC's vision to be Australia's most sustainable region – healthy, smart, creative.



Key Responsibilities

- **Enterprise Leadership** – Provide authoritative advice to the Chief Executive, Councillors and colleagues on the executive leadership team on financial stewardship and commercial direction, ensuring long-term sustainability and responsible fiscal management.
- **Strategic Financial Management** – Oversee budgeting, financial forecasting and reporting, ensuring alignment with Council’s strategic priorities.
- **Commercialisation & Investment** – Lead the Council’s commercial portfolio, identify opportunities for revenue generation, partnerships, new delivery models and strategic investments to enhance financial sustainability.
- **Procurement & Property Strategy** – Implement modern procurement practices and lead strategies that enhance efficiency, deliver strong commercial outcomes and maximise value for money.
- **Stakeholder Engagement** – Engage effectively with the CEO, Councillors, government agencies and commercial partners, simplifying complex financial concepts for diverse audiences.
- **Governance & Compliance** – Ensure adherence to all financial and regulatory requirements, maintaining strong risk and governance frameworks.



About You

This role demands a high-calibre executive with sharp strategic insight, strong commercial acumen and the ability to engage effectively with senior government and corporate leaders. We seek an influential leader with a proven track record in financial leadership within large, complex organisations.

You bring:

- **Proven Executive Leadership:** Experience operating at an executive level, with a strong track record in financial leadership, commercial strategy and investment management.
- **Strategic Acumen:** Ability to drive long-term financial sustainability and identify innovative revenue and investment opportunities.
- **Government and Corporate Networks:** Deep engagement with government funding agencies, commercial partners and financial institutions.
- **Stakeholder Engagement:** Exceptional relationship-building skills, with the ability to engage credibly at the highest levels of government, industry and community sectors.
- **Financial Stewardship:** Expertise in financial planning, budgeting, risk management and corporate governance within complex organisations.
- **Turnaround and Transformation Experience:** A track record of leading financial restructuring, business transformation or commercialisation initiatives.
- **Commercial and Property Expertise:** Experience in managing property assets, commercial ventures or procurement functions within a large-scale organisation.



Essential Qualifications and Experience

- Tertiary qualifications in Finance, Accounting, Commerce, Business or a related field.
- Extensive executive experience in financial and commercial leadership within a mix of government, corporate or large-scale infrastructure organisations.
- CPA, CA or equivalent professional accreditation.
- A deep understanding of financial regulations, auditing standards and public sector financial management frameworks.
- Demonstrated experience engaging with Queensland Treasury Corporation or similar funding and investment agencies.

Note: You must be an Australian Citizen or hold the appropriate visa to work in Australia to apply for this role. Leading Roles will undertake checks to confirm your right to work in Australia at the offer stage.

Remuneration

- Salary package range: \$320K – \$350K, in line with other Directors.

Why This Role

This is a rare opportunity to shape the financial future of one of Queensland's most dynamic local government areas. The CFO will play a transformational role, influencing policy, investment and commercial partnerships at the highest level.

[This video introduction from CEO John Baker](#) will provide further insights into the Council's strategic vision and leadership expectations.

COUNCIL VALUES

Care

We care for people and places

Respect

We respect everyone

Trust

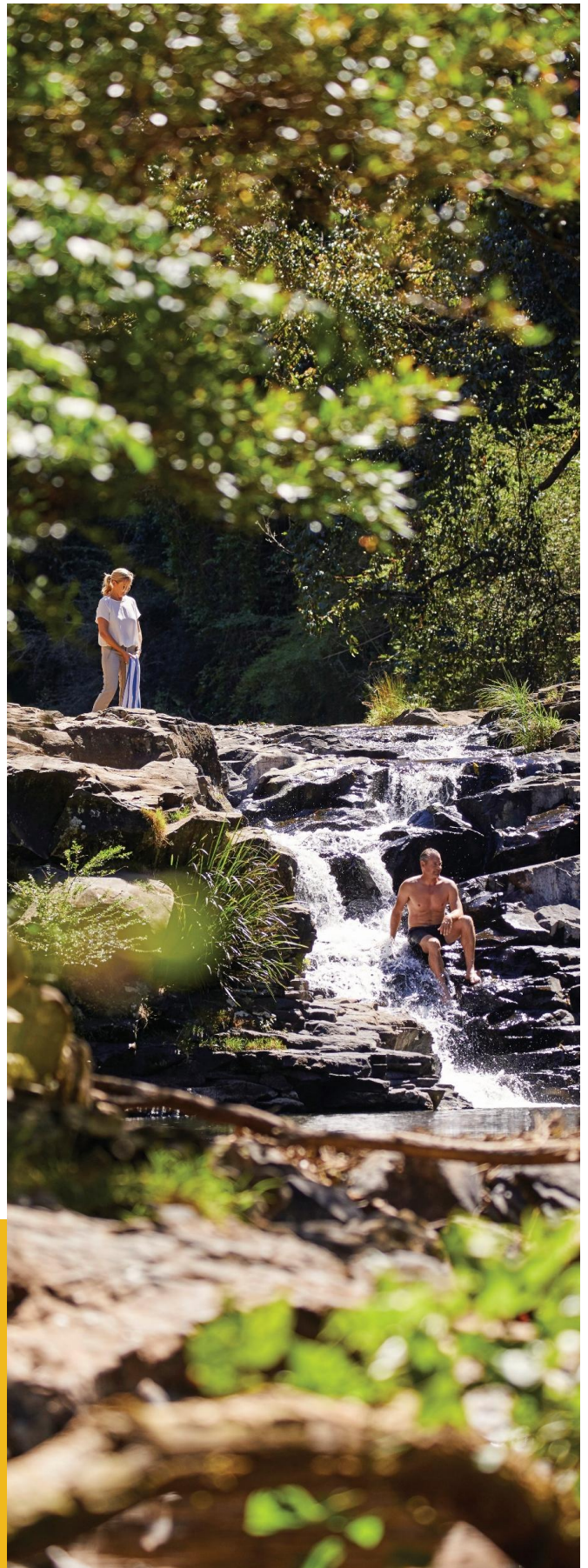
We trust and empower

Curious

We explore possibilities

Connected

We are better together

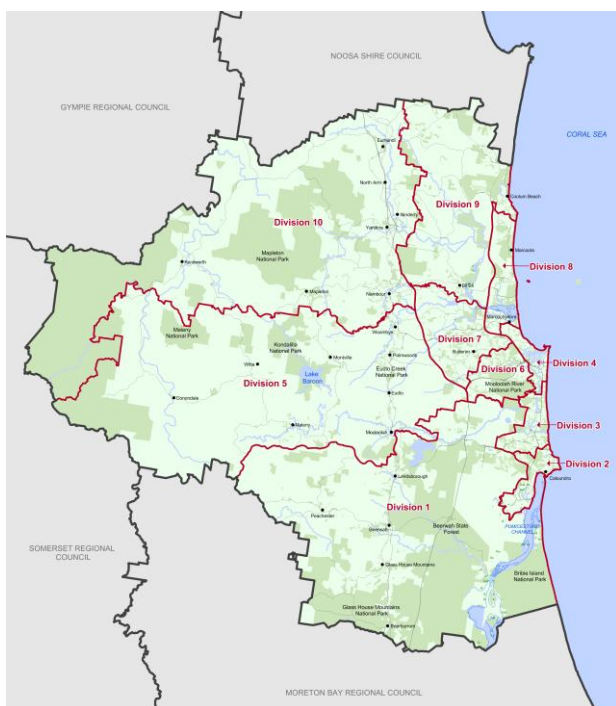




About Council

Sunshine Coast Council is one of Australia’s most dynamic and financially sustainable local governments, managing an **annual budget exceeding A\$1 billion** to support essential services, infrastructure and economic development. The region has a diverse **A\$21 billion economy** and a rapidly growing **population** of approximately **500,000**, projected to exceed **600,000** by **2041**.

As a major economic hub in South-East Queensland, the Sunshine Coast has established itself as a centre for industries such as **health and medical services (A\$2.4 billion industry)**, **education (A\$1.2 billion)**, **tourism (A\$3 billion)**, **technology, agribusiness and professional services**. The region also benefits from the **Sunshine Coast International Broadband Network**, which delivers **Australia’s fastest data connection to Asia**, positioning it as a leader in the digital economy. Large-scale investments, including the **A\$430 million Maroochydore City Centre development**, continue to drive economic diversification and business growth.



Council’s financial strategy prioritises **long-term sustainability**, balancing service delivery with **strategic investments**. Revenue is generated from rates (approximately **A\$500 million annually**), **government grants**, **commercial activities and investment initiatives**, ensuring the region remains well-positioned for future growth. Council also oversees major **capital works projects worth over A\$270 million annually**, spanning **transport infrastructure, urban development, environmental management and community facilities**, all aimed at enhancing the region’s liveability and economic potential.

Key Figures & Highlights

- **A\$1B+** – Annual Budget
- **A\$21B** – Regional Economy
- **500,000+** – Population
- **A\$270M+** – Annual Capital Works
- **UNESCO Biosphere**
- **Sunshine Coast International Broadband Network**
- **A\$430M+** – Maroochydore City Centre

With a workforce exceeding 180,000, the Sunshine Coast continues to attract skilled professionals and businesses, reinforcing its reputation as a leading destination for investment. As one of only five Australian regions to receive UNESCO Biosphere recognition, the Sunshine Coast exemplifies the balance between economic growth and environmental sustainability.

The Chief Financial Officer will play a key role in shaping Council's financial strategy, ensuring fiscal responsibility, and driving sustainable economic growth for one of Australia's fastest-growing regions.

Links to Council Information





Living in the Region



Housing

In the Sunshine Coast Council region, residents and newcomers can explore a wide range of housing options that cater to diverse preferences and lifestyles. From coastal apartments offering stunning ocean views to family-friendly suburban neighbourhoods. The region's real estate market is dynamic, with a mix of modern developments and homes that embrace the area's natural beauty.



Educational Facilities

The area boasts a diverse range of schools, catering to primary and secondary education, including public, private, and specialised institutions. For those seeking vocational training, the region offers access to TAFE facilities, which provide practical and career-focused courses. Additionally, the Sunshine Coast is home to reputable universities and higher education institutions such as UniSC, where students can pursue undergraduate and postgraduate degrees in various fields.



Healthcare

Residents have access to a comprehensive network of healthcare facilities, ensuring their well-being is a top priority. Prominent hospitals like the Sunshine Coast University Hospital, Nambour General Hospital, and Caloundra Health Service are well-equipped to provide quality medical care. In addition to these major hospitals, the region features numerous medical centres, clinics, and specialists offering a wide range of healthcare services.



Living in the Region



Shopping & Dining

The Sunshine Coast Council region provides an array of shopping and dining experiences. From bustling shopping precincts to charming boutique stores, the area offers a diverse retail landscape. You can explore renowned shopping hubs such as Sunshine Plaza, Kawana Shoppingworld, and Noosa Civic, where you'll find a range of shops, boutiques, and major retailers. When it comes to dining, you will find everything from beachfront cafes with stunning ocean views to fine-dining restaurants. The region's vibrant food scene is renowned for its fresh, locally sourced ingredients and diverse cuisine options.



Sports & Recreation

The Sunshine Coast Council region provides a wide range of sports and recreational activities. From surfing and hiking in pristine natural landscapes to various sporting facilities for soccer, rugby, cricket, and more. The coastline offers ideal conditions for water sports like swimming and paddleboarding. Nature lovers can explore lush parks and pathways, while golf courses and fitness centres cater to those seeking an active lifestyle.



Getting Around

Situated an hour's drive north of Brisbane City, the Sunshine Coast Council region boasts excellent transportation options. There is a well-connected network of roads and highways, making travel within and beyond the region convenient. In addition to roadways, public transportation services like buses and trains offer accessible and efficient commuting solutions. The Sunshine Coast Airport, provides domestic flights between 4 destinations through three different airlines, and international Air New Zealand flights to/from Auckland.



Join Sunshine Coast Council



Recruitment Process and Timeframes



How To Apply?

Please submit your application via the Leading Roles website. Please upload:

- Your CV
- A covering letter addressing the Essential Skills and Experience (Page 7)



Evaluation Process

Leading Roles and Sunshine Coast Council will determine a shortlist of suitable applicants based on desktop review of applications and initial interviews with a select group of applicants.

Applicants that have been shortlisted will be advised and asked to attend an interview with the interview panel. Sunshine Coast Council may elect to undertake further interviews as required.

Preferred / shortlisted applicants will be required to undertake psychometric assessments to assist in understanding the working preferences and attributes and potential fit to the role. You will also be required to undergo a criminal history check, VEVO “right to work” check as well as financial probity checks.



Indicative Timeframes



Applications Open

- Week Commencing Monday 17 February 2025



Applications Close

- 5:00 pm Wednesday 5 March 2025



Initial Assessment

- Week Commencing 3 March 2025



Council Interviews

- Week Commencing 10 March 2025 (TBC)

*Note these timeframes are indicative only and may change subject to the outcomes of the recruitment process, council staff and candidate availability.

Privacy Information

Leading Roles is collecting your personal information in accordance with the Information Privacy Act for the purpose of assessing your skills and experience against the position requirements. The information you provide in your application will only be used by employees of Leading Roles. Your information will be provided to authorised Council Officers, including Human Resources and the relevant selection panel members. It will not be given to any other person or agency unless you have given us permission, or we are required by law.



What Happens Next?

At Leading Roles, we prioritise candidate care and engagement throughout the recruitment journey. The process typically takes 6 to 8 weeks, from submission of your application, and we strive to keep you informed with regular updates.

While feedback may not be immediate, we assure you that we will contact you with updates and relevant information as soon as possible. The schedule below indicates when you will hear from us. Thank you for your understanding as we carefully manage a high volume of applicants and coordinate with client schedules.

Stage	What to Expect
Week 1-3 Application Stage	<ul style="list-style-type: none"> • Application Acknowledgment: Prompt acknowledgement of your application.
Week 4 Initial Interviews	<ul style="list-style-type: none"> • Applicant Review: We work closely with our clients to determine longlisted applicants that match the requirements for the role. • Video Conference Interviews: Initial interviews with longlisted applicants. • Feedback: Shortlisted applicants agreed with client. Feedback provided to applicants.
Week 5 & 6 Client Interviews	<ul style="list-style-type: none"> • Preparation: Shortlisted candidates receive a briefing prior to client interview. • Panel Interviews: Consultants facilitate client interviews, at the discretion of the client, online or in-person. • Feedback: Post-interview feedback provided to candidates.
Week 5 & 6 Verification	<ul style="list-style-type: none"> • Checks: Simple online verification, including: <ul style="list-style-type: none"> ◦ Reference Checks ◦ Criminal History and Right to Work Checks ◦ Psychometric Assessments (if requested by client)
Week 6 Offer & Negotiation	<ul style="list-style-type: none"> • Negotiation: Consultant to support salary negotiations. • Engagement: Direct candidate engagement with the Council for contract questions and onboarding.
Week 6 to 8 Project Finalisation	<ul style="list-style-type: none"> • Future Opportunities: If unsuccessful, with your permission, you'll be added to our Talent Pool for future opportunities.
Post Placement	<ul style="list-style-type: none"> • Check-in: Regular check-ins throughout the first year.



Your Executive Recruitment Team

We are pleased to introduce our executive recruitment team as your designated point of contact for this CEO position. Should you require any additional information or have any queries, we warmly encourage you to reach out.



MARK OGSTON, CHIEF EXECUTIVE

Mark will provide strategy and overall guidance to this recruitment process, supporting Council's engagement with top-tier leaders for this role.

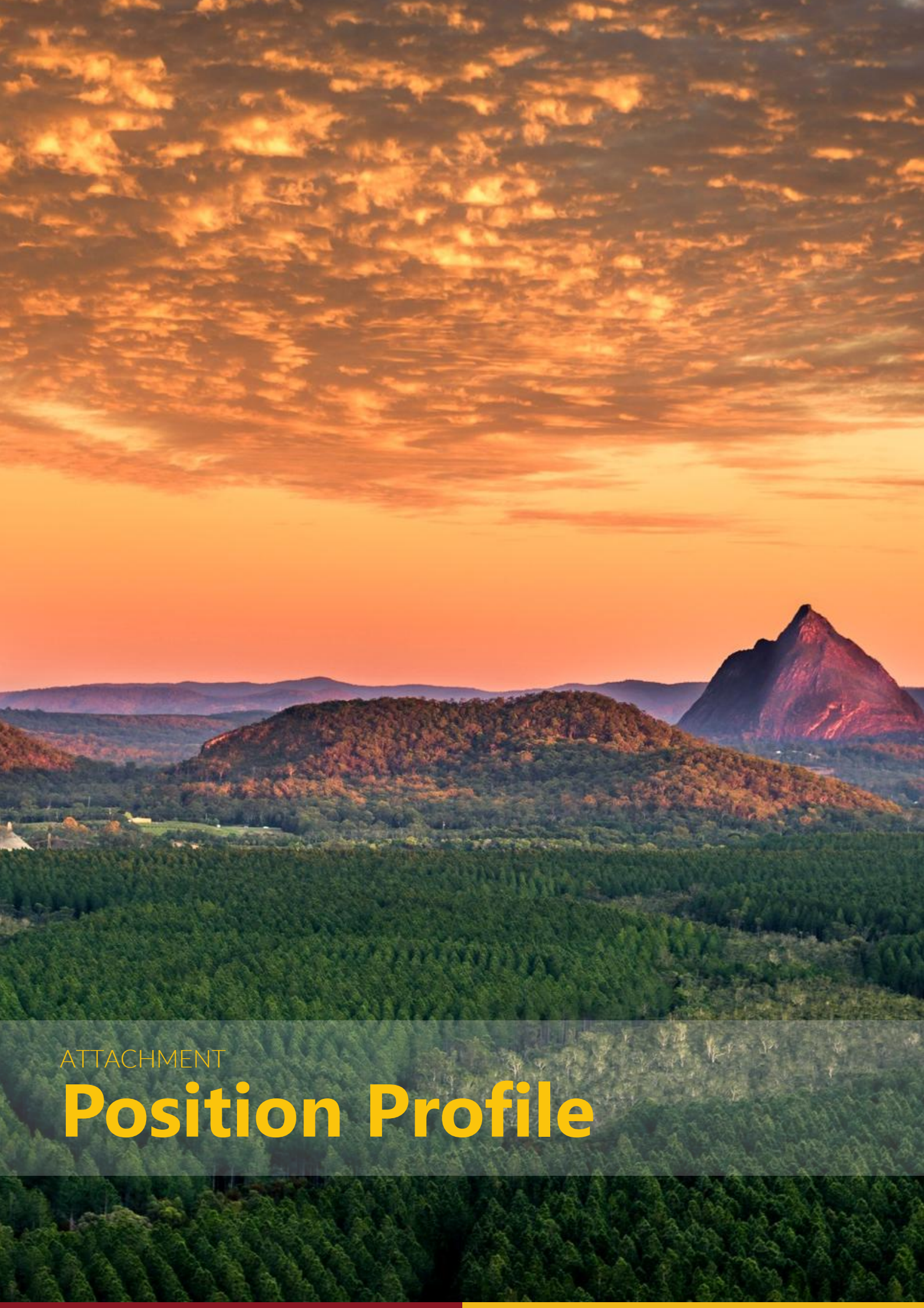
 0407 674 412



BELINDA WALKER, EXECUTIVE TALENT CONSULTANT

Belinda will lead and manage the recruitment process, engaging and evaluating candidates and advising our client.

 0411 449 447



ATTACHMENT

Position Profile

Position Profile

TBA – Chief Financial Officer - Finance and Commercial Partnerships Group

About Council

The Sunshine Coast Council continues to take a lead role in shaping a prosperous future for our community through a vision to be Australia’s most sustainable region – healthy, smart, creative.

Sunshine Coast Council is one of the largest local governments in Australia, serving a community of more than 365,000 residents across an area of approximately 2,291 square kilometres. Council's 2024-2028 Corporate Plan aims to deliver a strong community, a healthy environment, a resilient economy, service excellence and an outstanding organisation. These goals provide our community and our organisation with a line of sight to the programs, projects and services provided by council to residents, businesses and visitors across our region every day. Our employees’ passion and commitment to the region and their willingness to go above and beyond, is what sets Sunshine Coast Council apart as a local government organisation.



Our Values

Everything council does is underpinned by its values, which define the culture of the organisation and the behaviours that shape our interaction with the community and each other. Our values are depicted below.



Our Corporate Plan Goals

1. **Our Strong Community** - Our communities are connected and thriving places where people are included, treated with respect and opportunities are available for all.
2. **Our Environment and Liveability** - Our natural assets, healthy environment and liveability credentials are maintained and enhanced.
3. **Our Resilient Economy** - Our resilient, high-value economy of choice drives business performance, investment and enduring employment.
4. **Our Service Excellence** - Our services are inclusive and responsive to the needs of our community to delivery positive experiences for our customers.
5. **Our Outstanding Organisation** - Our organisation lives its values and is high performing, sustainable, innovative and community focused, marked by great people, good governance and regional leadership.

Position Summary

Position title	Chief Financial Officer	
Position number	TBA - NEW	
Reports to	Chief Executive Officer	
Position type	Group Executive	
Position Classification	Senior Executive	
Group	Finance & Commercial Partnerships	
Employment Location	Sunshine Coast	Primary Location City Hall, Maroochydore
Team leadership/ supervision	Senior executive leadership responsible for the Group and several functions aligned to the Group portfolio.	
Internal liaison	Chief Executive Officer, Executive Leadership Team, Councillors, Managers and other Council staff. Member of the Executive Leadership Team Chief financial advisor to Council and the CEO	
External liaison	State and Federal Government Departments and Agencies, Auditor and Auditor General, Public and Community Organisations and Financial Software Suppliers.	
Delegations	As per Council's Delegations of Authority relating to financial, administrative, human resource management, Workplace Health & Safety (WH&S) and environmental management responsibilities.	
Date last reviewed	31 January 2025	

Senior Executive Leadership at Sunshine Coast Council

Reporting to the Chief Executive Officer (CEO), The Chief Financial Officer (CFO) operates as a senior executive leader, with crucial leadership responsibility to promote a culture consistent with Council's corporate values and integral to our reputation as an outstanding organisation.

In accordance with the Leadership Capability Framework, key capabilities of the senior executive include:

Inspiring leadership - *Inspires purpose and shared goals that motivate a work culture that cares for people and place, prioritising health, safety and wellbeing in the pursuit of organisational objectives.*

Business Enabler - *Inspire value creation through strategic vision and commercial insight leveraging learnings from the past, understanding the system of government, and using data driven insights to ready for the future.*

Sustainable Performance - *Uphold high standards of performance and conduct that builds trust and confidence in the way Council does business. Building organisational performance capability to deliver better outcomes for the region and community.*

Enhance Relationships - *Commit to professional, collaborative relationships with the Council, CEO and colleagues across the organisation. Manage relationships within Council and across the public, private and community sectors to deliver quality outcomes.*

Productive Partnerships - *Value diversity and promote inclusivity through collaborative approaches. Actively pursue partnerships across government and organisations to enhance community trust and negotiate outcomes. Advocate for decision-making that is impartial, accountable, and transparent.*

Service Excellence - *Prioritises customer experience and values continual improvement to systems, processes, policies, and programs that respond to changing customer needs.*

Enterprise Leadership - *The Chief Financial Officer (CFO) will provide strategic leadership and direction across Council, ensuring financial strategies align with the company's long-term goals. This role requires a visionary leader who can drive enterprise-wide initiatives, foster a culture of financial excellence, and collaborate with other senior executives to achieve sustainable growth. The CFO will also be responsible for developing and implementing robust financial policies and procedures that support Council's mission and enhance overall performance.*

Key Responsibilities

- In collaboration with the CEO and Executive Leadership Team, lead how the organisation prepares for and responds to the growth of the region and changing community needs.
- Provide transformational and values-based leadership, positioning the Group to deliver on Council's Corporate Plan and its vision for the region and the community, contributing to workforce plans to attract, retain, develop and engage employees and ensure appropriate succession opportunities.
- Provide executive leadership, strategic advice and expertise to the CEO, Executive Leadership Team and Council, to facilitate and provide financial management, procurement and contracting, strategic property and commercial partnership coordination across Council.
- Act as negotiator, sponsor and principal stakeholder relations manager with significant commercial partnership and investment arrangements that prioritise value creation opportunities for Council, that position Council to deliver on its vision, goals and commitment for long-term financial sustainability.
- Oversee the management of all aspects of Council's finances, commercial partnerships and investments, procurement, contracting and property management in accordance with relevant legislation, regulations and professional standards relevant to Local Government and the short and long term requirements of the Council and all reporting obligations met.
- Oversee and lead the delivery of critical corporate financial management activities (including but not limited to):
 - Preparation of Council's Corporate Plan, Annual Plan and Long-Term Financial Forecast and Capital Plan to guide the work of all functions of Council, identifying value creation opportunities for long term sustainability of Council.
 - Lead the budget preparation, planning, adoption and review processes and annual plan reporting requirements to ensure effective support to the Council and Executive Leadership Team and integrated strategic planning alignment to the Corporate Plan and Annual Plan requirements.
 - Oversee the provision of timely and accurate reporting of Council's financial performance, budgets, financial trends and forecasts including management and coordination of submission of Council's annual budget in a consolidated manner.
 - Comply with all Queensland auditing requirements and statutory compliance activities.

- Oversee and lead the delivery of organisational procurement of goods and services (including but not limited to):
 - Identifying value creation opportunities to develop and optimise Council's commercial opportunities and/or rationalise and consolidate current business arrangements to reduce expenditure and improve performance.
 - Partner with business leaders across Council to deliver commercially driven projects and investment partnerships providing principal negotiation and stakeholder relations with industry partners.
 - Performance management of major contracts and preferred suppliers, and commercial analysis of investment opportunities ensuring organisational capability, performance and compliance with legislative obligations and National Competition Policy.
- Oversee and lead the delivery of critical corporate strategic property management activities (including but not limited to):
 - In conjunction with the CEO, Executive Leadership Team, and Council ensure the development, delivery and review of Council's Property Portfolio Strategy to ensure desired economic, social and/or environmental return is achieved from the various properties within Council's portfolio.
 - Provide principal negotiation and facilitation of strategic property related acquisition, usage, divestment or leasing arrangements in accordance with short and long term planning requirements including the management of the Capital - Strategic and Commercial Land Program.
- Build effective work relationships with and the confidence of State and Federal Government senior public servants in SCC's strong financial management framework, which is underpinned by its understanding of capacity, risk and due diligence.
- Network in the finance and wealth creation sector, so as to present the positive attributes of SCC and advocate for investment by them and their clients.
- Oversee the review of Council's financial, procurement and property systems, policies and processes and governance to ensure they are contemporary, efficient and robust.
- Partner with leaders to build organisational financial and value creation capability and effectiveness promoting a high level of accountability and adherence to requirements for finance, procurement, property management policies, programs and projects.
- Ensure all key decision making relating to human resources, financial, corporate reporting, business planning is carried out to support the overall performance of the Group.
- Participate in the development of a healthy and safe workplace. Embracing initiatives, information and training and incorporating safety into all daily activities. Demonstrate safe work behaviours, abiding by procedures, identifying and reporting hazards, and contributing to all aspects of a safe workplace culture.
- Responsible for the compliant capture and secure use of public records in line with Sunshine Coast Council Records Management Policy during the conduct of daily business.
- Such other relevant duties as required from time to time which would generally fall within the scope of this position.

Key Assignments

- Corporate Plan 2024-2028 and the Strategic Planning process
- Council's Strategic Property Strategy
- Maroochydore City Centre
- Project Management Office
- Infrastructure and Investment committee
- Oversight of financial strategies and management arrangements for projects costing more than \$10 million.

Key Requirements

- Relevant formal tertiary/professional qualifications in Business, Finance, Accounting, Property Economics, Property Valuation or Development or other relevant discipline.
- Extensive relevant experience leading business performance in a large and diverse organisation with a focus on finance management and commercial investments, preferably both private and public sector.
- A track record of success leading organisational value creation and optimising performance outcomes through integrated activities focused on budget preparation, commercial partnerships and investments, and strategic property acquisition, resumption, leasing and divestment management.
- Transformational leadership, communication, and interpersonal skills in order to set strategic direction, present at executive and Council meetings, plan and deliver business objectives requiring high degrees of organisational collaboration, networking, communication, problem solving and decision making coupled with strong stakeholder relations in order to deliver upon organisational outcomes in a fast-paced evolving environment.
- Strong leadership and organisational effectiveness capability with ability to energise a culture consistent with the corporate values focused on building people capability, engagement, safety and performance.
- Demonstrated strategic and operational acuity to drive sense of direction that unifies operations leveraging people and technical requirements to deliver strategic results.

Corporate Requirements

- Commitment to the agreed Sunshine Coast Council values and behaviours
- Compliance and adherence to Code of Conduct
- Participation in Performance Review and Planning
- Availability to work across council work locations
- Commitment to the Work Safe : Live Well 7 Safety Essentials

Be fit for work ▪ Look after yourself and others ▪ Manage risk - if it's not safe don't do it ▪
Follow procedures and instructions ▪ Check all plant & equipment and be competent in its use ▪
Use and maintain correct PPE ▪ Report all hazards, incidents and near misses.



Leading Roles

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