



APPLICANT PACK

Chief Executive Officer

Redland City Council



Recruiting for:



CONTACT

Mark Ogston
Chief Executive
Leading Roles

☎ 0407 674 412

✉ Mark.Ogston@leadingroles.com.au



Message from the Mayor

Dear Candidate,

Thank you for your interest in the role of Chief Executive Officer at Redland City Council. This is an exciting and pivotal time for our region as we embark on a period of growth, transformation and renewed community engagement. As CEO, you will be at the heart of our vision for a **"Naturally Wonderful Lifestyle. Connected Communities. Embracing Opportunities."**

Your leadership will be crucial in driving our strategic goals, overseeing key projects and ensuring the continued delivery of high-quality services to our community of over 160,000 residents. Our focus is on fostering strong relationships, not only within our Council but with state and federal governments, local businesses and community groups. Together, we'll ensure that Redland City remains a vibrant and sustainable place to live, work and visit.

Key areas of focus for this role include enhancing our financial sustainability, overseeing major developments such as the Cleveland and Capalaba Town Centre redevelopments and preparing the region for the 2032 Olympics. These projects represent a unique opportunity to shape the future of our city, and we are looking for a dynamic leader who can take us forward with energy, innovation and a commitment to community engagement.

We value transparency, collaboration and accountability, and we are eager to work alongside a CEO who embodies these principles. I look forward to welcoming you to the process and learning more about how you can contribute to Redland City's bright future.



Warm regards,

Cr Jos Mitchell
Mayor of Redland City



Click to view a video message from Mayor Jos Mitchell

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We respectfully acknowledge the Traditional Owners, the Quandamooka People 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

Redland City Council is seeking a dynamic and visionary Chief Executive Officer (CEO) to lead the organisation through a critical period of transformation and growth.

This role is pivotal in shaping the future of Redland City, ensuring that the Council achieves its vision of a *'Naturally wonderful lifestyle. Connected communities. Embracing opportunities'* and meets its strategic goals, while serving the community of over 160,000 residents.

The new CEO will provide strategic direction, foster community engagement and oversee the successful delivery of key projects and services.

Key Responsibilities

1. Leadership and Governance

The Mayor and Council are seeking a CEO to provide strong, transparent leadership, ensuring organisational and individual integrity, the highest ethical standards and fostering a culture of accountability, integrity and trust.

The CEO will execute the Council's strategic and operational goals through the Executive Leadership Team (ELT), driving organisational performance and effectiveness across all departments.

Managing change and driving performance is a critical part of the role and the Council is seeking a leader who values the achievements of the past while delivering an agenda of innovation, adaptability and continuous improvement across the organisation.



Key Responsibilities Continued

2. Strategic Vision and Organisational Review

The Council's current strategic framework is captured in the "*Our Future Redlands*" corporate plan, which reflects the previous term of Council. The Mayor and Council are seeking a CEO who will work with them and the community to review and refine the Council's strategic vision, aligning it with evolving community needs and Council priorities.

The Mayor and Council will encourage their CEO to optimise the organisation to achieve the corporate plan through review to assessment of the efficiency of current structures and resourcing, ensuring that the Council is positioned to deliver on its strategic and operational goals.

3. Community Stakeholder Engagement

The Mayor and Council have a high level of interest in improving their community's participation in their local government, and the new CEO will lead the strengthening and expansion of community engagement, ensuring a transparent flow of information between the Council and the community and actively engaging the community in decision-making processes.

4. Major Projects and Growth

The new CEO will oversee the planning, execution and delivery of **key, community transforming projects**, including the Cleveland Town Centre and Capalaba Town Centre redevelopments and other 2032 Olympics-related infrastructure projects.

A key role will be aligning these projects with the Council's strategic goals, ensuring:

- they are coherent with the City's vision,
- are consistent with Redland City's identity as a unique coastal community, enhancing its reputation as a boutique destination, and,
- contribute to Redland's long-term growth and sustainability while adhering to budgetary constraints.

Key Responsibilities Continued

5. Financial and Operational Management

The CEO will model and embed a culture of careful financial oversight, planning, resource allocation and prudent decision-making to meet the Council's short-term and long-term financial obligations while maintaining a stable fiscal position.

The Council have had a fiscally conservative approach to budgetary management, which has resulted in a financially strong rating. This may be tested by future investment requirements in major projects and the requirements of supporting community growth.

Operationally, the Council's expectation is that the CEO will focus on improving organisational efficiency, particularly in service delivery, while ensuring high levels of performance in line with Council's corporate goals, focusing on continuous improvement, innovation and sustainability.

6. Innovation and Change Management

- Build Redland City's reputation and positioning it as a desirable place to live, work and visit through a structured program of community engagement, regional promotion, economic development and organisational focus.
- Sponsor business transformation initiatives that promote innovation, adaptability and continuous improvement across the organisation.
- Manage change effectively, ensuring that all stakeholders are engaged and that the Council remains flexible in responding to new challenges.





Key Responsibilities Continued

7. External Relationships

The CEO will be responsible for establishing and strengthening relationships with key leaders within state and federal governments, as well as their administrations. These partnerships will be essential in securing vital support and resources for significant infrastructure and community projects, particularly as the region prepares for the 2032 Olympics. By fostering collaboration with these higher levels of government, the CEO will ensure that Redland City is well-positioned to benefit from funding, policy support and other resources needed to complete these ambitious undertakings.

As part of Queensland's rapidly expanding South-East region, Redland faces increasing pressure on both housing and infrastructure. The CEO's role will involve leading efforts to develop sustainable solutions that accommodate growth while maintaining the region's unique character. This will require strategic planning, community engagement and coordination with multiple stakeholders to ensure that Redland's infrastructure keeps pace with demand.

8. Reporting and Elected Member Relationships

The Mayor and Council are seeking a CEO who will partner with them and the Executive Leadership Team in the development and delivery of the Council's strategic and operational plans. The Mayor and Council will value a CEO that explicitly focuses on creating an environment of trust, collaboration, open communication and transparency.

Mayor Mitchell and some of her Council were elected to their first term in local government in March 2024, and will value a CEO who will work with them to build their knowledge and capability and optimise the performance of the Elected Member group through provision of leadership, guidance and resources.



Key Attributes

- **Dynamic Leadership:** A leader who is enthusiastic, results-driven and capable of guiding the Council through a period of change while maintaining stability.
- **Exceptional Communication Skills:** Strong interpersonal skills with the ability to engage with a broad range of stakeholders, including the community, staff, government officials and business leaders.
- **Commercial Acumen:** Experience in both the public and private sectors, with a focus on balancing governance requirements with a commercially-minded approach to project management and investment.
- **Strategic Problem-Solving:** The ability to navigate complex political and environmental landscapes, ensuring the delivery of critical projects on time and within budget.



Selection Criteria

- Tertiary qualifications in public sector, business, economics or management.
- A minimum of 5-10 years in a senior executive leadership role, with demonstrated experience in strategic and operational management of a large, diverse workforce.
- Proven experience in leading change and transformation initiatives, coupled with a strong understanding of governance requirements in a public sector context.

This position offers a fantastic opportunity for an experienced leader to make a lasting impact on the future of Redland City. If you are passionate about community-focused leadership and have a strong track record in delivering results, we encourage you to apply.

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.

REDLAND CITY COUNCIL

About Council

Redland City Council, located on the beautiful Redlands Coast, covers a diverse region that stretches from the bush to the beach.

Redland City Council governs a local government area (LGA) that spans both mainland suburbs and several residential islands.

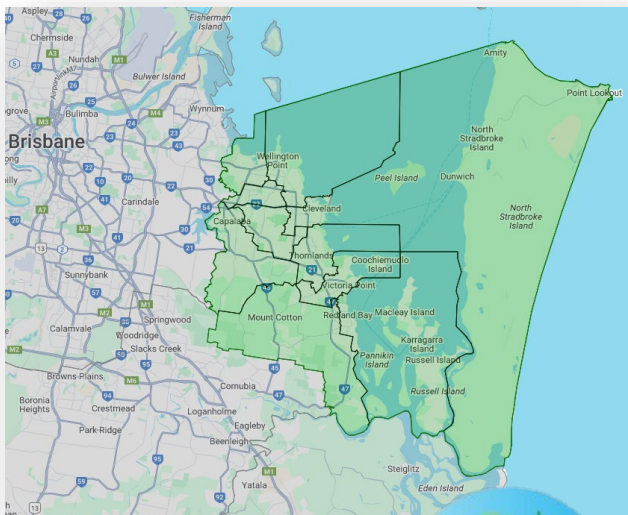
With a population of over 160,000 people, the Council is responsible for managing an area with significant assets, valued at more than \$3 billion and a Gross Regional Product of \$6.8 billion.

The region covers approximately 335 kilometers of coastline, including six residential islands such as North Stradbroke, Russell and Macleay Islands.

Redland City encompasses key mainland suburbs such as Cleveland, Capalaba, Redland Bay and Victoria Point, along with island communities like Coochiemudlo and Lamb Island. The region is divided into 10 divisions, each represented by an elected Councillor, who, together with the Mayor, ensures governance and decision-making that reflects the needs of the community.

Redland City is known for its diverse economy, with key industries including construction, retail, health care and tourism. Additionally, the region plays a significant role in agriculture, with a focus on farming and aquaculture. The Council is responsible for overseeing infrastructure, planning and services across the region, supporting the continued economic development and sustainability of both the mainland and island communities.

Links to Council Information



Our Values



One team

Collaboration drives our impact and evolution.
We work and learn together.



Own it with integrity

We must be accountable for what we do.
Our team thrives when everyone plays their part.



Serve with pride

It's a privilege to support our community.
We work hard and innovate to deliver outcomes that matter.

The values we live and seek, to move forward and grow together.

Listen and be heard

We speak up with courage, we listen with respect.
We welcome new ideas and perspectives.

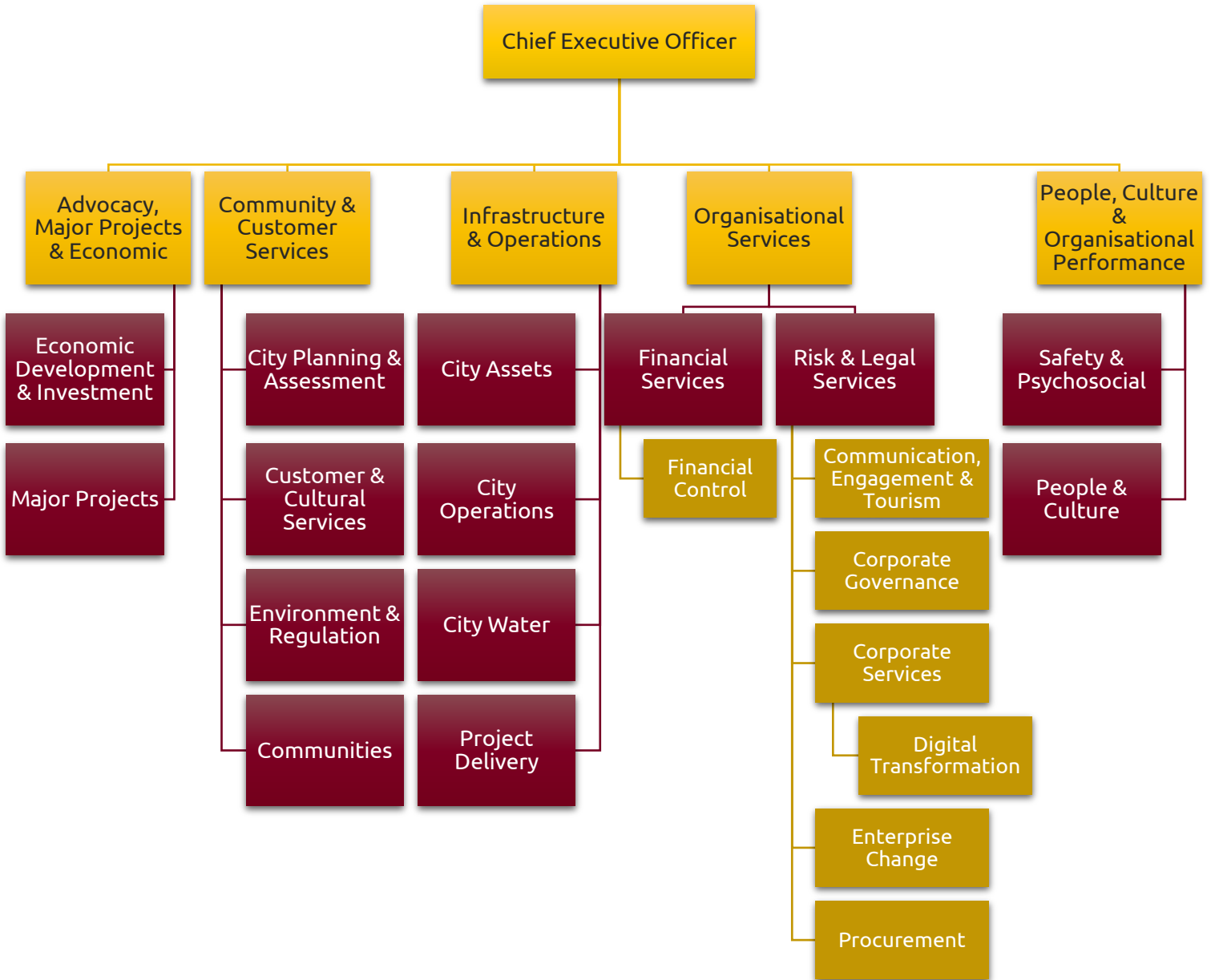


Safety at heart

Our team's safety and wellbeing are the responsibility of all of us.
So is making Council an inclusive place where everyone belongs.



Organisational Structure





Living in the Region



Housing

Housing in the Redland City region offers a diverse range of options, catering to various lifestyles across both mainland and island communities. From suburban family homes in areas like Alexandra Hills, Capalaba and Cleveland to more rural properties in Mount Cotton and Redland Bay, residents can choose from a mix of established neighborhoods, new developments and acreage properties. On the islands, such as Russell and Macleay, housing tends to be more relaxed and affordable, offering a unique lifestyle away from the mainland hustle.



Educational Facilities

The area is home to numerous public and private primary and secondary schools, including well-established institutions such as Cleveland District State High School, Ormiston College and Redland Bay State School. In addition to primary and secondary education, Redland City also provides access to further educational opportunities. The TAFE Queensland Alexandra Hills campus offers vocational training and certificate courses, while nearby universities, such as Griffith University's Nathan and Mount Gravatt campuses, provide higher education options within a short commute from the region.



Healthcare

The region's main public healthcare provider is Redland Hospital, located in Cleveland, which offers a wide range of services, including emergency care, maternity and specialist clinics. Additionally, the nearby Mater Private Hospital Redland provides private healthcare services, catering to those seeking specialised treatments or elective procedures. The region is also supported by numerous medical centres and general practices, spread across suburbs like Capalaba, Victoria Point and Redland Bay, offering primary care, dental services and allied health professionals.



Living in the Region



Shopping & Dining

Major shopping hubs such as Capalaba Park Shopping Centre, Victoria Point Shopping Centre and Cleveland Central provide residents with access to well-known retail brands, supermarkets, specialty stores and essential services. For a more local experience, smaller village-style shopping strips in areas like Wellington Point and Cleveland offer boutique shops, fresh produce markets and unique artisanal goods. The dining scene is a mix of casual cafes, family-friendly restaurants and fine dining venues spread throughout the region.



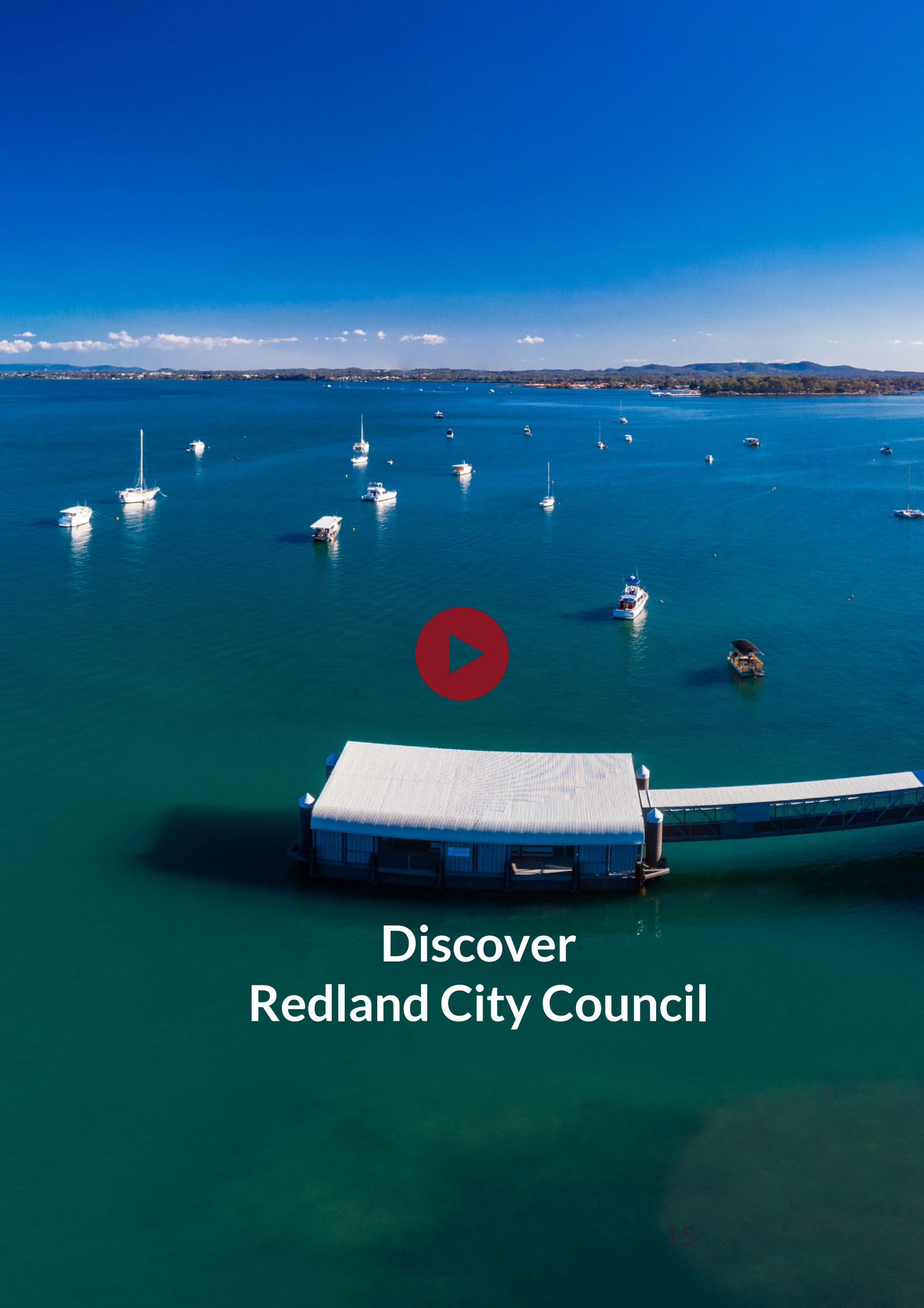
Sports & Recreation

The region has numerous parks and open spaces, such as the large and popular Raby Bay Foreshore Park and the tranquil Mount Cotton Scenic Reserve, offering opportunities for outdoor leisure, picnicking and nature walks. Local sporting clubs and facilities support a range of activities, including soccer, cricket, rugby and tennis, with dedicated complexes like the Capalaba Sports Club and the Victoria Point Sharks Sporting Club. The region features several swimming pools and access to the pristine beaches and waterways of the Redlands Coast. Additionally, the many walking and cycling tracks provide scenic routes for exercise and exploration, while local nature reserves and wetlands offer habitats for wildlife and spaces for environmental education.



Getting Around

The region is served by several train stations on the Queensland Rail network, including Cleveland, Ormiston and Capalaba stations, providing convenient access to Brisbane's CBD and other major areas. For those traveling by car, major roads such as the M1 Motorway and the Cleveland-Redland Bay Road connect the city to the greater Brisbane area and beyond. Redland City also benefits from a network of bus services operated by TransLink, offering local and regional routes that complement the train network. Additionally, the region is accessible via the Brisbane Airport, located about 30 minutes away, providing domestic and international flight options.



Discover Redland City 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 Selection Criteria



Evaluation Process

Leading Roles and Redland City 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. Redland City Council may elect to undertake further interviews as required.

Preferred applicants will be required to undertake psychometric assessments to assist in understanding the working preferences and attributes and potential fit to the role.



Applications Open

- Week Commencing
Monday 30 September 2024



Applications Close

- 5pm Friday 25 October 2024



Initial Assessment

- Week Commencing 28 October 2024



Council Interviews

- TBD

*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 of the role. • Video Conference Interviews: Initial interviews with longlisted applicants. • Feedback: Shortlisted applicants agreed with the 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 Interview: 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 & 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 senior recruitment team as your designated point of contact for this executive role. Should you require additional information or have any inquiries, we warmly encourage you to reach out to them. They will be more than happy to assist you throughout the process



MARK OGSTON, CHIEF EXECUTIVE

Mark will personally oversee the executive search and recruitment effort and will draw on his extensive network to identify and attract high-quality candidates for your consideration.

☎ 0407 674 412

✉ mark.ogston@leadingroles.com.au



BELINDA WALKER, EXECUTIVE TALENT CONSULTANT

Belinda will lead and manage the candidate engagement, screening and assessing candidates, preparing reports and undertaking verification checks.

☎ 0411 449 447

✉ belinda.walker@leadingroles.com.au



JEANETTE GRAHAM, TALENT ACQUISITION SPECIALIST

Jeanette will identify candidates with a history of executive success relevant to this position and support the targeted candidate engagement and marketing of these roles.

☎ 0422 469 956

✉ jeanette.graham@leadingroles.com.au



DEE DU TOIT, RECRUITMENT SUPPORT OFFICER

Dee will provide recruitment administration support and coordinate interviews and candidate travel bookings as required.

☎ 0488 107 514

✉ dee.dutoit@leadingroles.com.au



Leading Roles

People ▶ Performance ▶ Partners

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ATTACHMENT

Position Description

| POSITION DESCRIPTION

Chief Executive Officer

Redland City Council



A career with Redland City Council

Redland City Council's mission in all we do is to: **Make a difference, make it count.**

We are a local government organisation situated east of Brisbane on the naturally wonderful Redlands Coast, which includes approximately 335 km of coastline and is 537 km² in area.

Our city takes in mainland suburbs, rural hinterland and the six residential islands of North Stradbroke Island, Coochiemudlo Island, Russell Island, Macleay Island, Karragarra Island and Lamb Island. We serve a community of more than 160,000 people to deliver essential services our community needs now and support and enriched a sustainable future for our city.

Our workforce of more than 1000 employees operates out of three major locations with multiple subsidiary service locations and represents more than 80 occupations. Our people enjoy diverse work and opportunities to grow, working in a truly special community and a region of outstanding natural beauty. As part of our team you have the

opportunity to improve lives and shape your own career, in a truly special place.

Leading Redland City Council

The Executive Leadership Team (ELT), led by the Chief Executive Officer, provides management, direction and leadership to Redland City Council and its people.

The ELT comprises:

- four General Managers who each lead one of our four departments:
 - Advocacy, Major Projects and Economic Development
 - Community and Customer Services
 - Infrastructure and Operations
 - Organisational Services
- three Executive Group Managers leading:
 - People, Culture and Organisational Performance (direct report)
 - Financial Services and Chief Financial Officer (indirect report)
 - Risk and Legal Services (indirect report)

Our values

The values we live and seek, to move forward and grow together.

- One team**
Collaboration drives our Impact and evolution.
We work and learn together.
- Own it with integrity**
We must be accountable for what we do.
Our team thrives when everyone plays their part.
- Serve with pride**
It's a privilege to support our community.
We work hard and Innovate to deliver outcomes that matter.
- Listen and be heard**
We speak up with courage, we listen with respect.
We welcome new Ideas and perspectives.
- Safety at heart**
Our team's safety and wellbeing are the responsibility of all of us.
So is making Council an Inclusive place where everyone belongs.

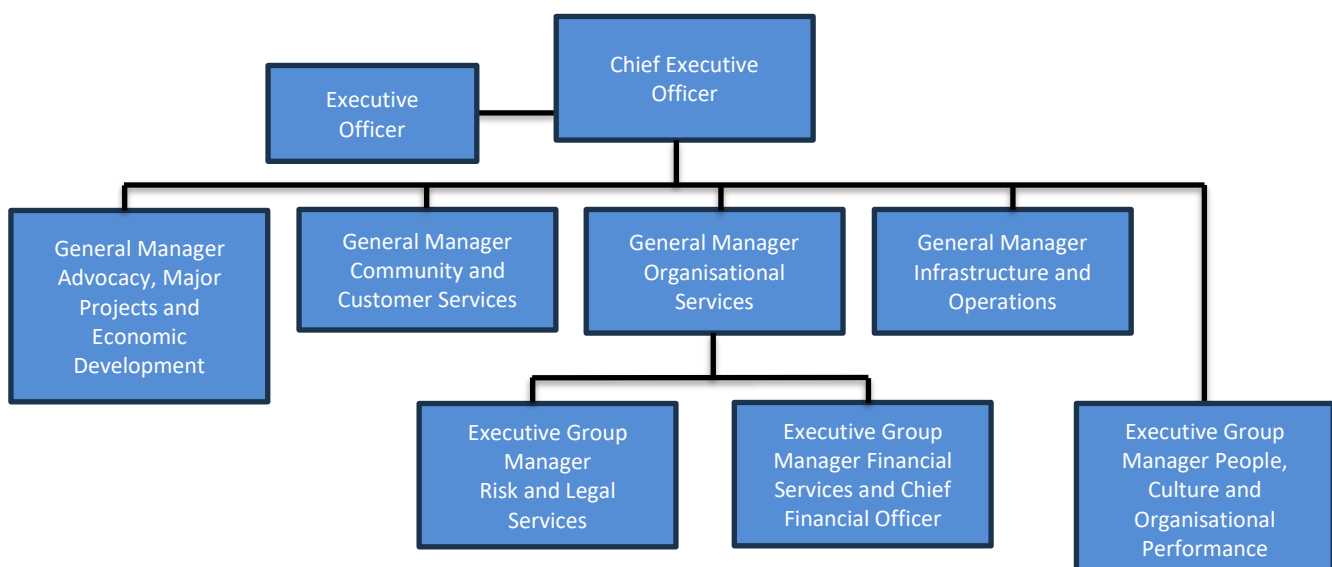
Redlands Coast
on Quandamooka Country

Position Summary

Position Title	Chief Executive Officer (CEO)
Reports to	Mayor and Council
Position Number	200711
Classification and pay scale level	Executive / Hay Band 1
Status of employment	Executive contract up to 5 years
Full time hours per week	36.25 hours
Department and Group	Office of Chief Executive Officer
Direct reports	6
Budget	Approx. \$245m Opex budget Approx. \$110m Capex budget

About the role

- Lead and drive the future success of Redland City Council (Council) situated within the Redlands Coast and comprising of more than 1000 employees across diverse departments and groups geographically dispersed with multiple service locations.
- Lead and implement the future vision and direction of the Redlands Coast through visionary, inspiring and strategic leadership with a focus on safety, performance and continuous improvement.
- Lead the strategic focus and development of the organisation’s short and long term strategies, policies and plans, to deliver the strategic goals set within the Corporate Plan.
- Deliver an exceptional customer experience to the Redlands Coast community whilst striving to deliver high quality, timely and cost effective services.
- Engage people with diverse backgrounds to assist in delivering a high level of performance and services to our community.
- Ensure Council’s deliverables are conducted in a transparent, accountable and efficient manner and are compliant with legislation, laws, regulations and policies.
- Collaborate, provide advice and in consultation with the Mayor and Councillors, establish organisational objectives that deliver the strategic deliverables communicating the vision in a clear, compelling and meaningful way within a complex legislative system and sensitive political environment.
- Executive contract with a six-month probationary period.



Key Relationships

Key Internal Relationships	Key External Relationships
<ul style="list-style-type: none"> • Mayor and Councillors • Executive Leadership Team • Group Managers • Service Managers • Employees 	<ul style="list-style-type: none"> • Federal and Queensland Government Departments • Local Government Authorities • Business • Peak Bodies • Community Groups • Media and Community Members

The Team

Office of the Chief Executive Officer – professional and administrative support, management and policy advice to the CEO.

Community and Customer Services – operational support and management of community services through City Planning and Assessment, Strengthening Communities, Customer and Cultural Services, Environment and Regulation.

Infrastructure and Operations – sustainable management, maintenance and operation of infrastructure assets through City Assets, City Operations, City Water and Project Delivery.

Organisational Services – internal enabling support functions and outward facing services include Communication, Engagement and Tourism, Corporate Governance, Information Management, Legal and Risk Services, Procurement, Mayor and Councillor Support and Financial Services.

People, Culture and Organisational Performance – internal operational and strategic support to create a safe, rewarding, fair and productive workplace through Human Resources, Health Safety & Wellbeing and Corporate Strategy and Transformation.

Advocacy, Major Projects and Economic Development – lead and manage the coordination of strategic and major projects to ensure that Council is well equipped to meet future demands and deliver on the economic development vision for the Redlands Coast region through the key functions of Advocacy, External Funding, Project Management Office (PMO) and Economic Development and Investment.

Other Services and Functions – added from time to time in general alignment with the expected functions of the Office of the CEO. This may include the implementation of new services/businesses, organisational resource and capacity reviews.



Key Accountabilities

Core leadership capabilities	Role specific accountabilities	Performance Criteria
Strategic Focus	<ul style="list-style-type: none"> • Lead and build a strong Executive Leadership Team (ELT), inspiring collegiate working relations and a climate of trust, confidence and teamwork. • Lead ELT to manage corporate performance and operational effectiveness and ensure performance standards are met and strategic opportunities are identified. • Cooperatively develop, articulate and implement Council’s city vision, goals, strategic and corporate plans, ensuring regular communication and an inclusive approach across the organisation. • Provide leadership and strategic direction to the organisation ensuring that systems and structures are in place to effectively monitor and deliver high levels of performance and the achievement of Council objectives. • Ensure that the organisation is aware of and invested in the overall business direction of Council and committed to achieving collective objectives. • Optimise productivity and create an attractive, safe, equitable and rewarding workplace. 	<ul style="list-style-type: none"> • Delivered Operational Plan and Corporate Plan • Satisfactory progress on key initiatives and catalyst projects
Adaptability	<ul style="list-style-type: none"> • Keep abreast of political, economic, industry, employment and social trends and developments which may impact on current operations or may create new opportunities. • Proactively lead and sponsor effective change management encouraging innovation, diversity and continuous improvement. 	<ul style="list-style-type: none"> • Improved MySay results • Sponsor business transformation initiatives • Improved 360 degree feedback
Building capability	<ul style="list-style-type: none"> • Role model for effective, constructive, results driven and positive leadership, promoting the city vision, the internal mission and values as well as the development of a culture of continuous improvement. Ensure effective people management through employee engagement, diversity and inclusiveness, equal employment and people development. • Enable and drive a safety leadership culture. • Assist with development opportunities for Councillors. • Lead the development of a customer experience culture in the organisation that is grounded in a customer service excellence charter. 	<ul style="list-style-type: none"> • Increased MySay participation and quality feedback on the organisation • Increased engagement results and productivity of the organisation • MyGoals participation improving succession and workplace planning • Completion of mandatory organisational training • Improved professional and technical organisational capability • Delivered outcomes of priorities
Results	<ul style="list-style-type: none"> • Manage physical, financial and information resources to achieve cost effective services and continuous improvements in efficiencies within budget parameters. • Ensure the financial sustainability of the organisation through effective systems, structures and processes. • Ensure effective management of Council’s financial performance and achieve Council’s financial objectives to meet all statutory obligations. • Provide accurate and easily understood reports to Council that advise on the financial implications of policy determinations and contribute to informed Council decision making. • Implement a financial planning process that contributes to the sustainable long-term financial health and well-being of the Redlands Coast. • Provide policy advice and decision making support and ensure Council’s resolutions, policies and decisions are effectively implemented. 	<ul style="list-style-type: none"> • Achieved corporate scorecard metrics for financial performance • Budget overall (bottom line) • Goods and services, employee expense budget • Quarterly Portfolio Management Office (PMO) reporting • Quarterly and annual Operational Plan reporting

Core leadership capabilities	Role specific accountabilities	Performance Criteria
Relationships	<ul style="list-style-type: none"> • Promote teamwork to develop and maintain positive work relations and create a culture of engagement and commitment. • Promote collaborative working relationships internal and external to Council ensuring effective communication between the councillors, the organisation and the community. • Promote and foster a strong working relationship with a professional and partnering approach between executives, Councillors and the community. • Lead the organisation in building strong relationships with the community through developing cooperative relationships and engagement. 	<ul style="list-style-type: none"> • Mayor feedback • Proactively implement 360 degree feedback • Improved or maintained MySay employee survey results • Constructive relationships with Councillors delivering value add • Improved customer feedback • Positive feedback from key government, business, industry and community groups • Community satisfaction survey results
Governance	<ul style="list-style-type: none"> • Ensure compliance of all relevant regulatory, statutory and compliance obligations, as well as internal practices and procedures, as they relate to workplace health and safety, environment, industrial relations, corporate governance and any other legislation administered by the organisation. • Ensure compliance with public sector ethical standards and Council's code of conduct and values. • Establish and maintain a corporate culture of accountability that promotes ethical practices and encourages individual integrity. • Ensure there is a safe and healthy working environment for all employees aligned with State Government Legislation. • Clearly and concisely communicate and promote Council's policies to the community maintaining an ethical transparent position in all external relations. • Align with and act in accordance with authorised Council policies, guidelines, and procedures. 	<ul style="list-style-type: none"> • Achieved corporate scorecard metrics for safety • Compliance with statutory and regulatory obligations • Improved safety performance and 100% compliance with Queensland WH&S Act • Queensland Audit Office (QAO) internal audit results and timely addressing of gaps • Safety and environmental risks are known and effectively mitigated • Accuracy and timeliness of reports

Required skills, knowledge and experience

Education / Certification / Qualifications

Essential

- Tertiary qualification in public sector, business, economics, planning, management or equivalent.

Experience, knowledge and skills

Essential

- Demonstrated competence and significant experience (5-10 years) as a Chief Executive Officer and/or an executive leadership position in strategic and operational management of a large and diverse workforce.
- Demonstrated skills in strategic planning and analysis, sound project management and financial management skills with high level knowledge of contemporary corporate governance requirements.
- Proven ability to build and maintain professional relationships with diverse stakeholders (including public and private) and a strong focus on excellent customer service delivery.
- Proven record of analytical capacity and decisiveness in decision making and implementation in achieving corporate objectives at an executive level.
- Significant change management experience including the successful sponsorship and leading of organisational culture change.
- Exceptional interpersonal and communication skills with particular emphasis in the areas of consultation, advocacy, negotiation, engagement, influencing, conflict resolution and assertiveness in order to resolve organisational and community issues in a changing organisational environment.

Desirable

- Post graduate qualifications in management, business, environmental management or equivalent.
- Knowledge of, or ability to rapidly acquire knowledge and understanding of the legislative framework under which Local Government and commercialised business units operate including the capacity to apply that knowledge.

Special role requirements

- Criminal history check prior to appointment.
- Current motor vehicle licence for road travel within Australia.