



CANDIDATE PACK

Chief Executive Officer

Isaac Regional Council



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Isaac Regional Council acknowledges the Koinjmal, Widi, Birriah, Barada Kabalbara Yetimarala, Jangga, Barada Barna, Western Kangoulu and Wirdi Peoples as the Traditional Custodians of the lands and waters throughout the Isaac Region and their enduring cultural connection to country and community.

We pay our respects to the Elders past, present and emerging for they hold the stories, culture and traditions of Aboriginal and Torres Strait Islander Peoples.

Message from the Mayor

Dear Candidate,

As the Mayor of Isaac Regional Council, it is my pleasure to extend a warm invitation to you to apply for the position of Chief Executive Officer (CEO) within our vibrant and dynamic region. This role presents a unique opportunity to lead and contribute to the continued growth, prosperity, and well-being of our communities.

At the heart of the Isaac lies a rich tapestry of history, culture, industry and innovation. From our picturesque coastline to stunning rural landscapes, our region embodies resilience, diversity and boundless potential. As we embark on the next term with a renewed Council team, we are seeking an exceptional leader who shares our vision for a thriving, inclusive and sustainable future.

The role of CEO is pivotal in driving strategic initiatives, fostering collaboration and championing the interests of our residents, businesses and stakeholders. We are looking for a leader who possesses a blend of strategic acumen, managerial expertise and a passion for service delivery. Your track record of leadership, innovation and community engagement will be invaluable in guiding the Isaac towards continued success.

Key responsibilities of the CEO position include:

- Providing visionary leadership and strategic direction to advance the goals and priorities of Isaac Regional Council.
- Collaborating with elected officials, department heads, and community leaders to develop and implement policies and programs that promote economic growth, infrastructure development and social well-being.
- Ensuring effective and transparent governance practices, including fiscal responsibility, regulatory compliance and stakeholder communication.
- Fostering a culture of innovation, inclusivity and accountability within the organisation, empowering staff to deliver exceptional services and outcomes.
- Building and nurturing strategic partnerships with government agencies, industry stakeholders and community organisations to address challenges and seize opportunities.

As a prospective CEO, you will have the opportunity to make a meaningful impact on the lives of thousands of individuals and families within our region. Your leadership will help shape the future of our region and leave a lasting legacy of progress and prosperity.

We are committed to fostering a workplace culture that values diversity, equity and inclusion. We encourage applications from individuals of all backgrounds and experiences who share our dedication to serving community.

If you are ready to take on a career defining role and embrace this exciting opportunity, we invite you to submit your application for consideration.

Thank you for considering this invitation and we look forward to the possibility of welcoming you as a valued member of the Isaac team.

Warm regards,

Cr Kelly Vea Vea
Mayor
Isaac Regional Council





The Role

Isaac Regional Council is seeking an experienced local government leader for the role of Chief Executive Officer. The successful applicant will be empowered to deliver the Council's vision "To pursue long-term sustainable futures for Isaac's communities".

The Isaac Region is one of Australia's largest resource regions, with a strong agricultural presence and emerging tourism and renewables sectors. The region is preparing for generational transformation as part of the push toward Net-Zero which will bring a diverse array of economic, community and sustainability opportunities and challenges.

The CEO's responsibilities are unusual for a regional council CEO position, and will necessitate:

- highest levels of stakeholder engagement in government and industry,
- deep local government experience,
- expertise in managing local government organisations, and
- maintaining a well-informed, strategic perspective on the Council's role in meeting the Isaac Region's opportunities and challenges.



Mayor Cr Kelly Vevea was elected unopposed at the recent March 2024 elections after serving on the Council since 2012. Mayor Vevea now leads a Council that has a blend of mature, credible and experienced councillors, who have been recently joined by a group of highly accomplished newly elected members. Collectively, they are a highly engaged, connected and capable elected member group.

The Mayor's key focus is dedicated to community sustainability and community development. Achieving this goal will involve ongoing collaboration with existing industry partners, agricultural production services and emerging mining developments. The Mayor is committed to facilitating investments in skills, infrastructure and technology to support the long-term viability of the region.

The incoming CEO will work closely with the Mayor and Council, translating their vision into a comprehensive framework for planning, delivery and reporting. They will prioritise high-quality, sustainable services and ensure outcomes are structured, reportable and delivered in a timely manner for the communities of the Isaac Region.

Organisational Leadership

Isaac Regional Council's operations have settled under the leadership of a highly experienced interim-Chief Executive, who is supported by a stable and experienced Executive Leadership Team.

The CEO will work with an ambitious and experienced new Mayor and be responsible for leading the Council's strategic planning cycle, ensuring effective engagement with a diverse community and developing a new corporate plan and a sustainable, measurable delivery program.





Team and Processes

The Council is seeking a CEO who will cultivate team cohesion, propel performance and outcomes, and forge a deeper connection to the community within the organisation's leadership, administrative and operational teams.

To support the stability of the organisation, the ideal candidate will possess an inclusive leadership style that promotes connection, fairness and equity. Additionally, they should demonstrate adeptness in implementing policies that improve employee attraction and retention.

Isaac Regional Council thrives under practical, principle-based leadership. A leadership style that prioritises in-person engagement, clear and transparent communication, aligning every role with the organisation's goals and purpose, and setting well-defined expectations will ensure cohesion, performance and a positive organisational culture. Ultimately, this approach will lead to the successful delivery of the Council's projects and services to a high standard.



Organisational Sustainability

The Isaac Regional Council has a strong financial foundation, marked by fiscal restraint and a solid reputation with ratepayers, funding agencies and lenders. The Queensland Treasury Corporation (QTC) rates the organisation as financially very sound and steady.

The Mayor and Council are highly aware of the risks of dependence on mining royalties, the impacts of global decarbonisation and mine automation on Council's sustainability, and are actively pursuing sustainable transition pathways for industry, community and the Council itself.

Technology

In 2023, Isaac Regional Council suffered a well-publicised breach of its corporate IT system, creating significant loss of productivity and risk to highly confidential data.

Over the CEO's contract term, the council will undertake a comprehensive transformation of its current technology platform and review of future needs. This major project has a high level of risk and interest from the elected members, and the CEO will play a pivotal role in guiding this technological transformation.

Relationships

Isaac Regional Council has an outstanding reputation for policy leadership, regional advocacy and a passion for the sustainability of resource communities.

At Isaac, advocacy is considered a team effort, and the new CEO will collaborate closely with a passionate and engaged elected member group, providing guidance and expertise and supporting the advancement of the Council's objectives.

The CEO will work alongside political leaders at all levels of government, mining industry executives, agricultural industry representatives and other stakeholders. Building and maintaining strong relationships with these stakeholders is crucial for the Council's success.

Community Engagement

Development of an understanding and personal connection to the unique needs, goals and preferences of each community within the Isaac Region is essential for the CEO role.

The CEO will engage in person, and support community strategic planning processes to address these diverse requirements effectively.

Establishment of customer service centre facilities in each of the Isaac communities has been a long-term goal of Council that requires immediate attention from the next CEO and a focus on programmed delivery.



Leadership Style and Approach

Isaac Regional Council values a CEO who possesses diplomatic skills, maintains consistency and demonstrates ethical leadership. Collaboration with the Council, stakeholders and the community is key to achieving shared goals.

The Mayor and Council are highly driven and dynamic, and will work best with a CEO who can move with them quickly, coherently and consistently.

The preferred leadership style for this role is collaborative, with regular, agenda-driven one-on-one meetings with the Mayor focused on ongoing issues, project updates and emerging challenges.

The CEO should demonstrate a steady and thoughtful approach, considering the intent of suggestions and concepts before providing advice and guidance.

The Isaac Regional Council CEO role presents a unique opportunity to lead an organisation through transformative change, fostering a culture of collaboration, respect and innovation.

The ideal candidate will possess a strong track record in local government leadership, sustainable service delivery and the technical competency, skills, background and networks to support an ambitious growth and development-oriented Council agenda.



About Council

The estimated resident population is 20,940 spread across 17 unique communities. The Isaac local government area spans an area of approximately 58,000 square kilometres.

Located in Central Queensland, from the coast to the coalfields, Isaac is 1,000km north-west of Brisbane and 900km south of Cairns, with access to world class export infrastructure.

Isaac's Gross Regional Product was \$32.4 billion in 2022, growing 14.1% since 2021. Much of the region's economic output is attributable to the resource sector with Agriculture being the second largest contributor.

Tourism also features on the economic landscape with the Isaac coast and Clermont identified as an emerging tourism precinct for development in the Mackay Isaac Destination Tourism Plan. The coast also hosts commercial fishing and aquaculture operations while the hinterland houses the largest colony of Northern Hairy Nosed Wombats and Historic Goldfields.



Links to Council Information





Living in the Region

From picturesque coastal villages to modern mining towns, the Isaac region offers the best of coastal and country living. Covering an area of 58,862 square kilometres the Isaac region is home to more than 20,000 families, workers, retirees and sea/tree changers.

There are 17 unique communities including the larger towns of Clermont, Coppabella, Dysart, Glenden, Middlemount, Moranbah, Nebo and St Lawrence and smaller villages of Carmila, Clairview, Clarke Creek, Greenhill, Ilbilbie, Kilcummin, Mackenzie River, Mistake Creek and Valkyrie.

Carmila

At the foot of the Connors Range on the Bruce Highway is Carmila, a cane growing district. Before cane farming, the Carmila Ranges was known to hold the most unique rainforest in the world. Today it nurses remnant pockets of rainforest abounding with plants and wildlife.

Clairview

Clairview is a popular fishing and crabbing beachside community. In 1997, the Great Barrier Reef Ministerial Council established Clairview as a Dugong Sanctuary. Isaac Regional Council is active in the management of marine areas for the protection of Dugongs and the continuation of Dugong habitat along the Isaac coastline.



Living in the Region

Clermont

Clermont is one of the most historic towns in northern Australia and has a colourful past filled with drama and laced with tragedy. Established in 1862, Clermont was the first inland settlement in the tropics, making it a frontier town in the truest sense of the word. Evidence from the days of gold-rushes, copper mines, timber getters, shearers, stock men and squatters can still be found in and around Clermont.

Coppabella

The name Coppabella is said to be an Aboriginal word from a New South Wales dialect meaning 'crossing place'. Coppabella is unique in the region for two reasons: the first, that it did not form around an existing pub, and secondly, that it was built entirely by a government department and passed to local government to administer. It is still a 'closed town' in that it lives and exists only because of the railway.

Dysart

Dysart is a friendly community with modern facilities, including an Olympic-sized pool and nine-hole golf course. Established in 1973, the town caters to the coal mines of Saraji and Saraji South as well as the many surrounding cattle and grain properties.



Living in the Region

Middlemount

Middlemount was established in the early 1980s, as a purpose-built coal mining town offering breathtaking panoramic views from the iconic Blue Mountain. It is a relaxed town with many services, facilities and plenty of parking.

Moranbah

Moranbah is often described as the hub of the Isaac Region, offering most services you will find in the bigger towns. The airport is the busiest regional airport in Australia, providing over 85 flights per week for charter and public passengers..

Nebo

The town of Nebo was officially known as Fort Cooper; however, in 1923 the name was changed by popular demand to Nebo, derived from Nebo Creek. In the early years Nebo township was strategically situated at the crossroads of the main south-to-north track and the east-to-west track now known as Peak Downs Highway. The popular annual Nebo Rodeo is Queensland's largest one-day rodeo event.

St Lawrence

The township of St Lawrence is one of the oldest towns on the east coast of Queensland. It was originally built to service the Customs Office for the Port of St Lawrence. One historical building still remaining from this time is the Council Office. The St Lawrence Wetlands is a significant wetlands and precious habitat for freshwater fish and abundant bird life.



Discover the Isaac Region

Recruitment Process



How To Apply?

Please submit your application via the Leading Roles website.

Please upload:

- Your CV
- A covering letter addressing the criteria below



Selection Criteria

- Experience and success in providing **visionary leadership and strategic direction** a local government organisation of a similar size and complexity to the Isaac Regional Council
- Expertise in **collaboratively developing a strategically aligned council organisation** that promotes economic growth, infrastructure development and social well-being.
- Leadership founded upon **transparent governance practices**, including fiscal responsibility, regulatory compliance and stakeholder communication.
- A mindset that rigorously fosters a culture of innovation, inclusivity and accountability within the organisation, empowering staff to deliver exceptional services and outcomes.
- **Excellence in stakeholder engagement**, focused on building and nurturing strategic, outcomes focused partnerships with government agencies, industry stakeholders and community organisations.



Applications Open

- Thursday 18 April 2024



Applications Close

- 5pm Monday 6 May 2024



Initial Assessment

- Week Commencing 6 May 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.



Application for Assessment, Shortlisting and Interviews

Leading Roles and Isaac Regional Council will collaborate to create a shortlist of qualified candidates. Interviews with the Council's interview panel will be scheduled based on the availability of candidates and Council staff.

The Council may require their preferred candidates to undergo psychometric assessment to assist in understanding the candidate's fit for the role and organisation, working preferences and attributes. Following selection of a preferred candidate the Council may require a number of further checks including reference checks, criminal history checks and medical assessments.

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 offer stage.

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. But it will not be given to any other person or agency unless you have given us permission, or we are required by law.

Mark Ogston

Chief Executive



Mark founded Leading Roles in 2012 to provide specialist assistance in recruitment and human resource related projects for councils. He is a passionate advocate for the development and performance of the local government sector.

Mark oversees all client engagement, manages the Leading Roles recruitment team and leads executive-level recruitment projects for the company.

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