

CANDIDATE PACK

Chief Executive Officer

MacDonnell Regional Council



**Leading
Roles**

People ▶ Performance ▶ Partners



MacDonnell
Regional Council

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We respectfully acknowledge the Traditional Owners, the Arrernte 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.

*Photo Credit – “Dreamtime Sisters”
– Artist Colleen Wallace Nungari*



The Role

The MacDonnell Regional Council is located in the Northern Territory. The region covers an area of 268,329 square kilometres (the size of Victoria) and has an estimated population of 7,000 people.

MacDonnell Regional Council is one of nine local councils in the NT and borders South Australia, Western Australia and Queensland. Alice Springs and Yulara are enclaves within the Local Government Area.

The Council is divided into four wards which are governed by 12 councillors and the current President (Mayor) Roxanne Kenny. Council has offices in all 13 communities as well as Alice Springs. Council employs close to 400 staff with 80% of staff being indigenous.

The mission of Council is *“Many voices, one dream, building a quality desert lifestyle.”*



Organisational Leadership

The President (Mayor) and Elected Members will ask their new CEO to lead a council that is highly connected to its community and is focused on the community's future and present needs. The Council is seeking to continue a well-structured, well-planned, and collaborative council that understands and achieves its goals, priorities and vision.

The new CEO will assist the Council to develop and articulate a shared vision and strategy for the future of the region, delivered through structured, meaningful community engagement.

Experience in local government is critical as the CEO will also support the President in the performance of her role and will be the council's trusted advisor in the development, implementation and effective application of policies and operating standards that create a high performing elected member team and council organisation.

Key to the CEO's success will be:

- Champion the organisational vision and strategy and communicate the way forward.
- Generate enthusiasm and commitment to goals and cascade understanding throughout the organisation.
- Communicate the context and parameters surrounding organisational strategies.
- Celebrate success and high performance and support regular workplace activities to build a positive culture.

Workforce Leadership

Four Directors report to the CEO.

- Director Corporate Services
- Director Technical Services
- Director Community Services
- Director Service Centre Delivery

Council has approximately 400 staff. 80% of the workforce identify as either Aboriginal or Torres Strait Islander with 15% in corporate head office.

Workforce challenges for Council include overcoming skills shortages, particularly in the communities.





Key Priorities for the Region

- The engagement of youth through diversion programs. The region continues to experience issues around young people and Council are giving young people a voice at the table through youth engagement programs.
- The provision of housing, aged care and early learning services.
- Increasing employment opportunities for Aboriginal people. Council aim for 90% employment.
- Development of Aboriginal enterprises.
- Keeping the community safe from new Covid variants.

Key Major Projects include:

- Road upgrades (many of the roads are not sealed).
- Safety measures in each community include lighting and building security.
- Community facilities to support the engagement of young people in the regions including sports facilities, ovals, sound stages and tents for sorry business, men's business and women's business.

The CEO will need to carefully manage expectations around the delivery of projects in remote regions.

Performance of Services and Projects

Council is seeking a CEO who demonstrates a strong community focus that will be delivered through the four year Strategic Plan that incorporates annual Regional Plans.

The CEO will ensure that the organisation is well planned, is proactive in managing the community's issues, challenges and priorities and is highly focused on efficiently delivering high-quality outcomes.

Resources

Council has enjoyed strong fiscal management and is well placed to deliver on the Regional Plan. However, due to escalating costs, Council have made conservative increases to rates and charges.

Stakeholders

Council enjoys strong relationships with other levels of government and funding bodies and will seek to continue growth in this area. The council CEO must demonstrate extensive and productive stakeholder engagement skills and experience.



Personal Attributes

Council is seeking an experienced local government executive who is culturally aware, has an inclusive leadership style and intimate understanding of the region and the opportunities and challenges it faces.

The CEO must place the best interests of the community at the heart of all that they do. Advanced communication skills are essential as well as a compassionate, open, decisive and adaptable approach.



Council Employee Benefits

Joining MacDonnell Regional Council will see you welcomed into a supportive environment.

Council employee benefits include:

- Executive base salary including vehicle.
- Relocation assistance.
- 6 weeks annual leave.
- Family-friendly needs and work-life balance.
- Generous study leave.
- Employee assistance.
- Team environment.



MacDonnell Regional Council occupies the south of the Northern Territory with an area of 268,910 square kilometres.

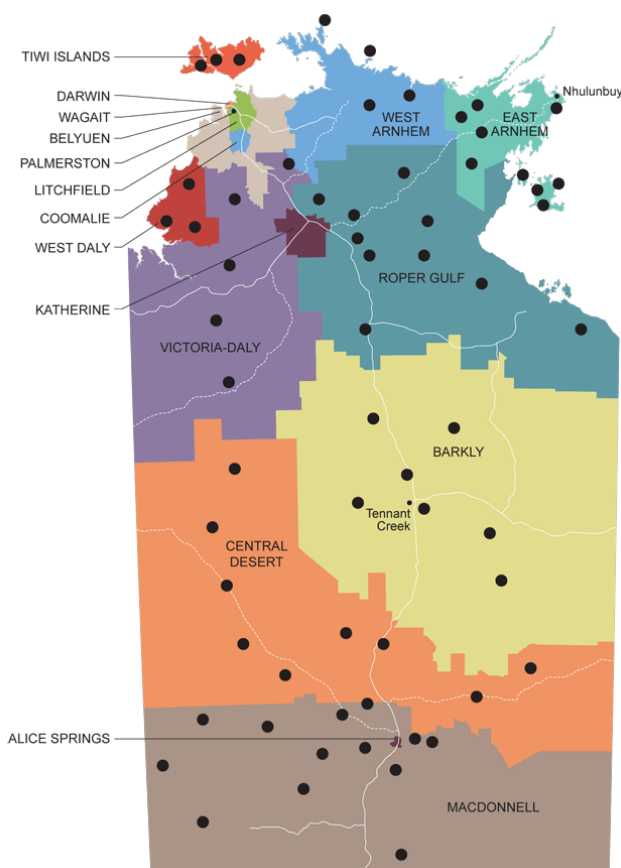
The Council region has an approximate population of 6,583 people, and the Council employs over 400 staff, of whom 80% are Indigenous.

The MacDonnell Regional Council is broken into four wards, which are governed by 12 councillors:

- Rodinga
- Ljirapinta
- Luritja Pintubi
- Iyarrka

The MacDonnell Regional Council area is predominantly rural, with several small townships, indigenous communities and outstations. Most of the population is Aboriginal. Rural land is used largely for pastoral purposes, with mining and tourism also being important industries.

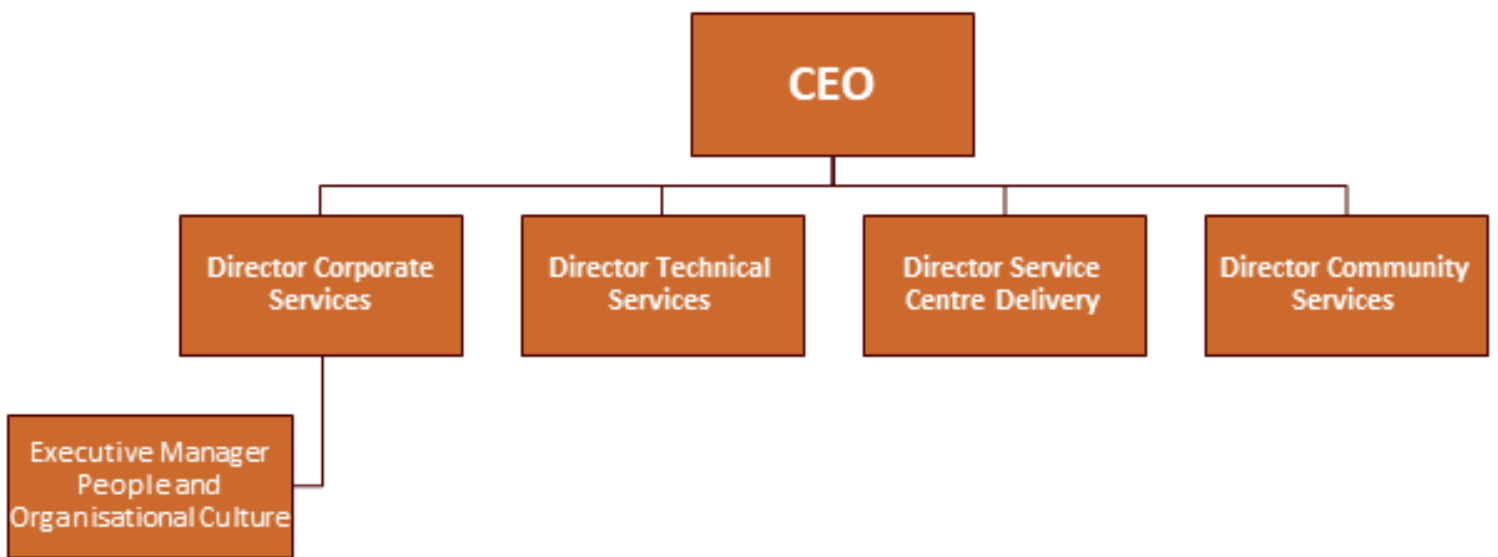
Predominant employment industries include public administration and safety, health care and social assistance, and education and training.



Links to Council Information



Organisational Structure





Living in the Region



Housing

The current median housing price is \$482,000 with the median rental price of \$380 per week.



Educational Facilities

The MacDonnell Regional Council area is well-serviced by both state and private school facilities. For those wishing to further their education Charles Darwin University is centrally located in Alice Springs.



Healthcare

The Alice Springs Hospital is the major healthcare provider in the region, with easy access to medical centres, dental practices, and aged care facilities.



Living in the Region



Shopping & Dining

Shopping in Alice Springs is easy, with most of the shops located in the town's Central Business District, the shops provide everything from daily requirements to gifts and local art. The local dining scene offers a style to suit any taste or budget including family-friendly restaurants, takeaways, café, and luxury dining.



Sports & Recreation

Alice Springs has many Indigenous art galleries, an Olympic-sized public swimming pool, an 18-hole golf course (rated as one of the top 10 desert courses in the world), equestrian centres, and a casino. There are numerous sports clubs to choose from including martial arts, boxing, gymnastics, football, and much more. The local environment will not disappoint with nature walks, hiking, mountain biking, wildlife, and beautiful sunsets to explore.



Getting Around

The MacDonnell Regional Council area is served by the Stuart Highway and the Lasseter Highway. The area is well served by air services to major capital cities and lies on the Darwin to Adelaide rail link.



MacDonnell Regional Council Communities

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

- Leadership at a similar scope and scale to this position within local government.
- Demonstrated experience acting as the primary link between Councillors and the organisation and providing assistance to Councillors in developing policy.
- Experience providing leadership to staff in dispersed geographic locations, to achieve council objectives.
- Oversight of the financial management, governance and policies of council.
- A strong, decisive leader who is resilient, compassionate and aware of the unique opportunities and challenges of the region. Cultural awareness and experience working with first nation's people will be highly regarded.
- Relevant tertiary qualifications.

Please be aware that candidates who canvass elected members will be disqualified from the recruitment process.



Applications Open

- Week Commencing
Monday 29 May 2023



Closing Date of Applications

- 5pm Monday 19 June 2023



Initial Assessment

- Week Commencing 19 June 2023



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 the council will determine a shortlist of suitable candidates, and will arrange interviews with council's interview panel, depending on candidate and council staff availability.

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.



Belinda Walker

Executive Talent Consultant




Belinda is our senior talent consultant with close to 20 years' experience recruiting executive, senior management and specialist roles in the public and private sectors throughout Australia and the United Kingdom.

Belinda commenced her career as a communications specialist, working in the not-for-profit and professional services sectors in the UK and Queensland.

Belinda prides herself on her stakeholder engagement skills, her client and candidate care, and her collaborative communication style to ensure a quality and professional level of service is always delivered.

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APPLY NOW AT WWW.LEADINGROLES.COM.AU





ATTACHMENT

Position Description

Chief Executive Officer

Position Description



Position number(s)	100000
Directorate	Office of the CEO
Department	Office of the CEO
Reports to	MacDonnell Regional Council
Reporting Positions	Directors of Corporate Services, Technical Services, Service Centre Delivery, Community Services, and the Executive Assistant to the CEO & Council President.
Level	Executive

Position objectives

- Provide strong and engaging leadership to the MacDonnell Regional Council (MRC) and the communities within the MRC service area of responsibility.
- Facilitate MRC programs, projects, and services that are cost effective and strategically aligned to MRC's vision and goals; Linking the community and council with relevant and functional integrated planning frameworks.
- Ensure that the responsibilities of this position are carried out in accordance with relevant Northern Territory and National statutory and regulatory legislation, MacDonnell Regional Council (MRC) Enterprise Agreement, policies and procedures, contractual requirements, code of conduct and the core values of the Council.
- To commit to achieving the objectives and strategies contained in the Council's Regional Plan through delivery of accurate and timely relevant advice to the Council so that informed decisions can be made in alignment of good governance practices.
- Develop and maintain a capable workforce committed to the achieving the objectives of the Council's Strategic Regional and Financial Plans with a strong and sustainable long-term financial position.

Roles and Responsibilities

Leadership and Engagement

- Provide the vision and leadership necessary to enable the Council and workforce to achieve strategic objectives and to deliver programs, projects, and services in an efficient, effective, and sustainable manner.
- Establish and maintain meaningful and productive working relationships with key stakeholders including federal and state government representatives, business, community, and sporting associations, and neighbouring Local Government organisations.

Program, Project, and Service Delivery

- Deliver programs, projects, and services in a sustainable and cost-effective manner guided by the Council Plan and Corporate Business Plan (or equivalent), and in line with the annual budget.
- Plan for, and deliver, major projects utilizing competent project management principles and systems – ensuring sufficient lead times to satisfy projected timeframes and community expectations.
- Review services and programs to measure value for money and community utilisation and satisfaction.
- Drive a culture of commitment to continuous improvement in customer service.

Strategic Development

Chief Executive Officer

Position Description



- Be responsible for and accountable to the implementation of the integrated strategic planning framework.
- Ensure real and functional linkage between the Council Plan, the corporate business plan (if any) and the annual budget.
- Facilitate effective engagement with the community in reviewing the Community Strategic Plan (or equivalent).
- Facilitate regular engagement with elected members in reviewing the Local Government's progress against the objectives and key performance indicators of the Council Plans.

Governance, Compliance, and Risk

- Facilitate the effective conduct of meetings through appropriate meeting spaces, quality agendas, and availability of relevant staff to provide advice and support.
- Ensure that advice and information is available to the council so that informed decisions can be made.
- Ensure compliance with all statutory and regulatory obligations.
- Maintain the Council policy framework to ensure it is relevant, current, and accessible.
- Maintain delegation and disclosure registers to ensure they are current, accurate, and accessible.
- Maintain an effective enterprise-wide risk management framework.

Council Relationships

- Maintain an effective working relationship with the President and Councillors, with a focus on timely communication and accessibility.
- Provide accurate, timely, and relevant information to elected members so they can discharge their responsibilities effectively.
- Ensure Council decisions are implemented in a timely and effective manner.

Human Resource Management

- Develop and implement a workforce plan demonstrating the resources and capacity necessary to meet the Council Plan and Corporate Business Plan (or equivalent) objectives.
- Provide training and development opportunities for employees, and ensure a robust succession plan is in place for development and growth.
- Drive an enterprise-wide commitment to a safe and supportive workplace. Strive to deliver a values-driven workplace culture through training, development, and leading by example.
- Ensure the principles of equal opportunity, fairness, and transparency are applied in all human resource matters.

Financial Management

- Develop functional and transparent reporting systems and processes that effectively monitor the financial performance and position of the Council.
- Maintain close oversight of the Local Government's financial position and performance, and how it relates to Council capabilities and initiatives.
- Exercise Prudent and responsible stewardship of the Council's physical and financial assets committed to achieving long-term sustainable outcomes.
- Facilitate regular engagement with elected members to review the Council's financial position and performance.

Role Requirements

Chief Executive Officer

Position Description



Essential Knowledge and Experience

- Extensive senior leadership or management experience in a local, state, or federal government – or similar board governance-related service delivery environment.
- Demonstrated financial management skills in developing business plans and budgets, and managing and controlling financial performance at either whole of organisation or divisional level.
- Demonstrated Experience in managing corporate governance and compliance.
- Strong understanding of the statutory and regulatory environment relevant to local governments and the role and functions of Local Government.
- Demonstrated experience in relationship building and collaborating with influential stakeholders, and ability to communicate clearly within culturally and linguistically diverse environments.
- Occasional travel to remote communities in the MacDonnell Regional Council area, inclusive of overnight stays. Travel may be conducted on unsealed roads or via small aircraft.

Qualifications

- Tertiary qualifications in a discipline relevant to Northern Territory Local Government
- Post-graduate qualifications in leadership, management, public or business administration are highly desirable.
- Previous experience working in Local Government
- Previous experience travelling to and working in remote locations

Selection Criteria

- **Leadership:** Has the ability to lead and influence elected members, employees and stakeholders with credibility, competence, and empathy. Demonstrates behaviours which align with the Local Government's values and leads by example.
- **Problem Solving:** Can define, analyse, and breakdown complex situations to evaluate alternatives and generate solutions.
- **Ethics:** Is committed to the highest standards of ethical behaviour personally and professionally, and always acts fairly and transparently.
- **Collaboration:** Deep Knowledge of governance and ability to provide high-level advice to Council and Committee on financial risk, people management, services, disaster management, and organisational continuity. Achieves outcomes through developing productive working relationships with key influential stakeholders and decision makers.
- **Communication:** Excellent presentation and representation skills. Communicates with clarity and respect, underpinned by active listening skills and a commitment to considering alternative points of view.
- **Personal Development:** Balances work and life needs through stable and sustainable work practices and an ongoing commitment to personal and professional development and growth.

Total Remuneration Package

Total Remuneration Package is \$280,000.00 per annum and includes a range of attractive professional and personal benefits including:

Chief Executive Officer

Position Description



- 10.5% Superannuation contribution
- 6 weeks' Annual Leave and 15 Days Personal Leave accrued per year
- 17.5% Leave Loading
- Fringe Tax benefits including:
 - Full Private Use of MRC Vehicle
 - Business Mobile Phone & Personal Computer
 - Professional Memberships and Subscriptions
- Potential Relocation Allowance Negotiable