



APPLICANT PACK

# Director Community Services

## Mount Isa City Council



RECRUITING FOR:



**CONTACT**

**Angie Simmonds**

Principal Talent Consultant  
Leading Roles

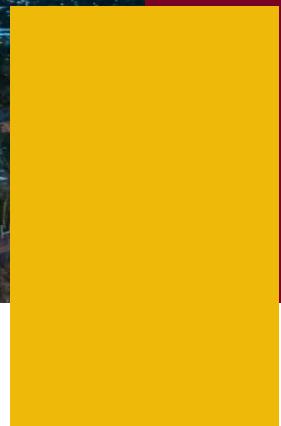
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We respectfully acknowledge the Traditional Owners, the Kalkadoon and Indjilandji people as the custodians of the land and waters, on which we work, live and play. We pay respects to the broader First Nations community and to Elders, past, present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



## The Role

Mount Isa City Council is seeking an experienced, adaptable and strategically minded executive to lead one of its most complex and influential portfolios. The Director Community Services role sits at the intersection of economic transition, community services, regulatory functions and civic infrastructure, and plays a central role in shaping Mount Isa's future as a resilient and liveable remote city.

This is a broad, high-trust executive appointment rather than a narrowly defined functional role. It requires sound judgement, disciplined prioritisation and the ability to operate effectively across competing strategic and operational demands. The role carries significant influence over Council's success over the next five years, particularly in the context of economic diversification and community sustainability.

## The Mount Isa Environment

Mount Isa is a strategically significant regional city located in Queensland's North West Minerals Province, functioning as a major industrial, mining and service centre with national economic relevance.

The city is undergoing a period of economic transition following the closure and scaling back of major mining operations, resulting in the loss of approximately 1,200 jobs in recent years. In response, Council has developed a detailed Economic Development Strategy focused on diversification, industry attraction and long-term resilience. Delivering on this agenda is the single most important strategic priority for the Director Community Services.

Mount Isa is also a geographically remote community with complex service needs, a highly transient workforce and a significant First Nations population. Council operates in an environment where it is highly visible but not the dominant employer and where engagement dynamics differ from many other regional centres. Financial and workforce constraints require disciplined decision-making and careful prioritisation.



# Portfolio Scope

The Director Community Services leads a large and diverse directorate, with responsibility spanning economic development, community services, regulatory functions and key operational assets. The breadth of the portfolio is intentional and requires a generalist executive who can bring coherence, structure and momentum across functions that are not naturally aligned.

## Economic Development

Economic development is the core strategic focus of the role. The Director is responsible for leading the implementation of Council's Economic Development Strategy and positioning Mount Isa for long-term resilience.

This includes oversight of industry attraction and diversification initiatives across critical minerals and processing opportunities, renewable energy projects, adjunct mining and industrial land development and tourism and investment attraction. The role involves active engagement with State and Commonwealth governments, industry partners and funding bodies, as well as oversight of multiple concurrent grant-funded projects.

Outcomes in this area are achieved through advocacy, negotiation and sustained relationship management rather than direct control, requiring credibility, persistence and a strong understanding of government and industry systems.



# Community Services and Facilities

The Director provides executive leadership across a wide range of community-facing services and facilities that contribute to liveability and social outcomes. These include youth services and community programs, events and civic activation, libraries and cultural facilities, aquatic facilities, civic venues and the rodeo grounds.

The role requires a clear understanding of service sustainability, community expectations and financial constraints, with a focus on ensuring services remain fit for purpose and aligned with Council's broader strategic objectives.

## Regulatory and Operational Functions

The portfolio includes several operationally demanding and highly visible regulatory functions. These include animal management and local laws, environmental health and regulatory services and oversight of the Materials Recycling Facility, including its financial performance and waste stream optimisation.

Some areas of the portfolio are stable, while others operate under some pressure and require active executive guidance. The Director must be comfortable engaging directly in operational matters when required, making decisions in complex environments and managing risk in a public setting.

## Strategic Planning Inputs

The Director Community Services contributes to a range of place-based strategies and planning activities, including sporting facilities and open space rationalisation, community infrastructure planning and broader liveability initiatives aligned to Council's Corporate Plan.

While Mount Isa is not experiencing high population growth, there is a strong focus on maximising the effectiveness and utilisation of existing assets and infrastructure to support both community and economic outcomes.



# Key Challenges

The role involves balancing strategic economic leadership with unavoidable operational demands across a broad and diverse portfolio. The Director must manage a workforce comprising professional, operational and regulatory staff, often across high-pressure service environments.

Additional challenges include stabilising areas such as animal management and waste operations, delivering outcomes in a financially constrained context, leading in a community where Council is not the primary employer and navigating Indigenous stakeholder relationships that can be complex, fragmented and politically sensitive.



# Executive Leadership and Governance

The Director Community Services has a high level of interaction with Councillors and plays a significant role in Council briefings and decision-making support. This includes explaining complex projects, trade-offs and risks and managing political sensitivities with professionalism and transparency.

The current Council group is described as engaged and pragmatic, responding well to clear advice, early communication and demonstrated progress. Political awareness and sound judgement are essential capabilities for this role.

## First 6-12 Month Priorities

In the first year, the Director can expect to focus on rapid immersion in the economic development agenda, including active projects across critical minerals, renewables, land development and industry attraction. Establishing strong working relationships with government, industry and funding partners will be an early priority.

Internally, the role requires bringing structure, prioritisation and discipline to the directorate's workload, addressing known operational and financial pressures within waste and regulatory services and contributing constructively to the Executive Leadership Team to strengthen collaboration and shared accountability.



# The Person

Council is seeking an executive with strong economic development capability, ideally gained within regional or transitioning economies and the ability to operate as a strategic generalist rather than a narrow specialist.

The successful candidate will demonstrate high levels of organisational discipline, prioritisation and judgement, political and stakeholder acuity and a people-oriented leadership style capable of managing diverse teams and complex workforce environments. Commercial and financial literacy are essential, though formal accounting qualifications are not required.

While local government experience is advantageous, Council is open to candidates from outside the sector who bring the maturity, adaptability and understanding of public accountability required for a role of this breadth.



# Key Selection Criteria

1. Demonstrated experience leading large, complex portfolios that combine strategic, operational and regulatory functions, with the ability to prioritise competing demands, exercise sound judgement and maintain momentum in high-pressure environments.
2. Proven ability to lead or significantly contribute to economic development initiatives, particularly within regional, remote or transitioning economies, including industry engagement, investment attraction, government advocacy and the delivery of grant-funded projects.
3. Demonstrated capacity to operate as a strategic generalist rather than a narrow specialist, with the ability to move confidently between long-term planning and hands-on operational leadership across community services, infrastructure and regulatory environments.
4. Strong experience working within complex governance frameworks, including providing advice to elected officials or boards, managing political sensitivities and building effective relationships with government, industry and community stakeholders.
5. Proven ability to lead multidisciplinary workforces, manage complex workforce and cultural challenges and apply sound commercial and financial judgement in resource-constrained environments.

**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 & Benefits

Joining Mount Isa City Council will see you welcomed into a supportive and thriving environment within an experienced and dedicated team. In return for your hard work and dedication, the successful candidate will be rewarded with the attractive TRP below.

**The remuneration package for this role includes:**

- Base salary of \$180,000 per year (Negotiable) + Super
- Five weeks annual leave
- Fifteen days personal leave
- One Chief Executive Officer leave day during the Christmas closure period each year
- An additional two weeks of annual leave after two years of continuous service
- Council-provided accommodation
- Full private use of a Council vehicle
- Up to \$5,000 in relocation assistance
- One return flight per year to Brisbane or a direct route to a regional location, non-cumulative

[Mt Isa City Council - Careers](#)



# About Council

**Mount Isa is the gateway to the North West Minerals Province, one of the richest mineral regions in the world and a critical contributor to Queensland's and Australia's resource economy.**



Mount Isa City Council governs one of Queensland's most remote and strategically significant local government areas, serving as the administrative, service and economic hub of North West Queensland.

The local government area covers approximately 43,000 square kilometres and is home to around 18,700 residents, including Mount Isa and the community of Camooweal. As the regional centre, Mount Isa supports surrounding towns and remote communities with essential services, jobs and infrastructure.

The local economy is anchored in mining and minerals processing, with Mount Isa internationally recognised for the production of copper, lead, zinc and silver. Other key industries include health and social services, education and training, construction, transport and logistics, retail, and a growing tourism and events sector.

Council is comprised of a directly elected Mayor and seven Councillors, supported by a Chief Executive Officer and an Executive Leadership Team. Council delivers a wide range of services including community services, libraries and cultural facilities, youth and recreation programs, local laws, environmental services, waste, water and sewerage, roads and infrastructure, planning and economic development.

Operating across a vast region, Council balances geographic scale and infrastructure demands with a strong focus on community engagement, sound governance and long-term sustainability.

Links to Council Information





# Corporate Plan Summary

Mount Isa City Council's Corporate Plan 2025–2030 provides the strategic framework guiding Council's priorities, decision-making and investment over the next five years. The Plan is shaped by extensive community consultation and recognises Mount Isa's role as the primary service centre for North West Queensland during a period of significant economic and social transition.

## Strategic Pillars

The Corporate Plan is structured around five interrelated strategic pillars:

- **Safe, Healthy and Inclusive Communities** – Improving wellbeing, safety, access to services and social inclusion, including youth and family support, health initiatives and investment in community facilities.
- **A Strong and Diverse Economy** – Driving diversification, workforce retention and investment attraction, aligned with Council's economic development and transition planning.
- **Reliable Infrastructure and Services** – Delivering and renewing essential infrastructure and municipal services across a large and remote region while maintaining affordability and service quality.
- **A Sustainable Environment** – Protecting natural assets, managing climate risk and supporting sustainable outcomes through water security, stewardship and sound asset management.

- Strong Governance and Organisational Excellence – Strengthening leadership, financial sustainability, workforce capability, governance and customer-focused service delivery.

## Key Projects and Initiatives

The Corporate Plan is supported by priority initiatives including investment in community and cultural facilities; community safety initiatives delivered with Queensland Government partners; service improvements across community services, waste, water and transport; implementation of economic transition initiatives aligned with the Future Ready Economy Roadmap; and workforce capability, leadership development and organisational improvement programs.

## How the Plan Will Be Delivered

The Corporate Plan is delivered through annual Operational Plans (funded actions and performance measures), supported by the Annual Budget and Long-Term Financial Plan, with performance reporting to Council and the community and ongoing engagement to ensure priorities remain aligned with community needs.

## References:

- [Mount Isa City Council – Corporate Plan 2025–2030](#)
- [Mount Isa City Council – Operational Plan 2025–2026 \(no appendix\)](#)
- [Mount Isa City Council – Budget Pack 2025–26](#)



# Financial Performance and Long-Term Financial Plan

Mount Isa City Council operates within a challenging financial environment due to its geographic scale, remoteness and infrastructure demands, while maintaining a prudent and disciplined approach to financial management.

Based on the 2024–25 Annual Report, Council's financial position can be summarised as follows:

- **Total Revenue:** approximately \$180–190 million, comprising rates and charges, fees and charges, and grants/subsidies.
- **Total Operating Expenditure:** approximately \$175–185 million, largely associated with service delivery, asset maintenance and employee costs.
- **Net Result:** a modest operating surplus after capital contributions.
- **Asset Base:** in excess of \$2 billion, reflecting extensive infrastructure, property, plant and community assets across the local government area.

Council maintains a conservative debt position and continues to prioritise asset sustainability, renewal planning and cost control.

10-year outlook focused on balancing service delivery, infrastructure investment and financial sustainability. Key elements include maintaining essential services, prioritising renewal of ageing assets, prudent borrowings for long-life assets, revenue growth aligned with affordability, and ongoing efficiency improvements through service reviews and organisational initiatives.

## Overall Financial Outlook

Council's overall outlook is stable but constrained, requiring disciplined prioritisation and strong financial governance, particularly to maintain service levels across a large geographic area, manage ageing infrastructure and renewal needs, and support community outcomes during economic transition.

## Long-Term Financial Plan

Council's Long-Term Financial Plan (LTFP) provides a **References:**

- [Mount Isa City Council – Annual Report 2024-25](#)
- [Mount Isa City Council – Budget Pack 2025-26](#)



# Summary of Economic Development Strategy

Mount Isa City Council is leading a coordinated economic transition to attract investment and support long-term jobs and liveability across North West Queensland.

Council's Economic Development Strategy 2023–2028 (Mount Isa, Moving Ahead) provides the foundation for this work, with a clear focus on business and industry competitiveness, innovation and entrepreneurship, enabling infrastructure, workforce capability, liveability and equitable opportunity. The Strategy is delivered through practical actions across three focus areas: People and Place, Business and Industry, and Tourism and Investment, with Council playing a key role in strategic planning, place management, business engagement, investment attraction and advocacy in partnership with industry and other levels of government.

In response to major structural change in the local economy, including the planned closure of Glencore's copper operations, Council has accelerated its agenda through the Mount Isa Future Ready Economy Roadmap (2025). The Roadmap complements and extends the Economic Development Strategy by identifying pathways for diversification in a decarbonising global economy. It positions Mount Isa as a critical hub within the North West Minerals Province and the Mount Isa–Townsville Economic Zone, with opportunities across five priority sectors: energy; mining and critical minerals processing; transport and logistics; agriculture; and tourism.

The Roadmap identifies more than 60 potential projects, with 28 priority initiatives representing an estimated \$2.7 billion in capital investment (subject to funding and approvals). Flagship opportunities include renewable energy generation and storage, critical minerals processing, logistics innovation, value-added agriculture and expanded tourism experiences.

A central element of the transition agenda is the proposed Australian Critical Minerals Industrial Precinct (TACMIP), designed to attract investment, support local processing and enable collaboration between industry, government and research partners.

Together, these strategies provide a clear framework to guide investment and partnerships while recognising that sustainable growth depends on strong community foundations; workforce retention, housing, services, safety, social infrastructure and liveability, as well as economic opportunity.

## References:

- [Mount Isa City Council – Economic Development Strategy 2023-2028 \(Final Report April 2023\)](#)
- [Mount Isa City Council – Future Ready Economy Roadmap \(February 2025\)](#)



# Community Development

Community development is a cornerstone of Mount Isa City Council's strategic response to economic transition and long-term liveability.

## Community Engagement

Council places strong emphasis on meaningful community engagement to inform decision-making and build trust. Engagement activities include:

- Community consultations linked to strategic planning, service delivery and major projects.
- Partnerships with community groups, Traditional Owners, service providers and non-government organisations.
- Targeted engagement with youth, families and vulnerable cohorts.

Effective engagement ensures community priorities are reflected in Council policies, programs and investments.

## Plans for Community Improvement

Council's approach to community development focuses on strengthening social cohesion, safety and wellbeing through:

- Youth engagement and diversion initiatives.
- Community safety and crime prevention partnerships.
- Health and wellbeing programs delivered in collaboration with regional service providers.
- Social planning initiatives that respond to population change and workforce mobility.

These initiatives are designed to support population retention, workforce stability and community

### References:

- [Mount Isa City Council – Corporate Plan 2025–2030](#)
- [Mount Isa City Council – Operational Plan 2025–2026 \(no appendix\)](#)
- [Mount Isa Future Ready Economy Roadmap \(February 2025\)](#)

confidence.

## Community Facilities and Infrastructure

Council invests significantly in community infrastructure that supports social connection and liveability, including:

- Libraries, community centres and cultural facilities.
- Sport and recreation facilities, parks and open spaces.
- Community hubs that support service access, events and civic participation.
- Facility planning and investment are aligned with demographic trends, service demand and long-term asset management principles.

## Partnerships and Service Delivery

Community development in Mount Isa is delivered through strong partnerships with:

- Queensland Government agencies.
- Health, education and social service providers.
- Community and volunteer organisations.

Community development is recognised as a key enabler of Mount Isa's economic diversification, social resilience and long-term prosperity.



# Organisational Culture and Community Engagement

Mount Isa City Council is committed to fostering a values-driven organisational culture that supports ethical leadership, accountability and high-quality service delivery to the community.

Council's culture is guided by the values of Integrity, Service and Accountability, which inform expected behaviours, decision-making and professional standards across the organisation. These values are reinforced through leadership expectations, workforce development initiatives and a dedicated focus on people, culture and safety.

Community engagement and feedback form an important part of Council's approach to service improvement. While a formal Community Satisfaction Survey is not reported in current planning and reporting documents, Council monitors community experience through service interactions, feedback channels and its Customer Service Charter, which commits to respectful and fair service, meaningful engagement during issue resolution, timely and accurate information, and valuing community feedback to drive continuous improvement.

In 2024–25, Council received 38 Administrative Action Complaints, resolving 35 within the year. Complaint trends and service feedback are used to strengthen transparency, improve processes and enhance service outcomes for residents and stakeholders.

Together, Council's organisational culture and community engagement practices support a focus on trust, accountability and continuous improvement—critical foundations for delivering services and strengthening community confidence during a period of social and economic transition.

## References:

- [Mount Isa City Council – Annual Report 2024-25](#)
- [Mount Isa City Council – Operational Plan 2025-2026 \(no appendix\)](#)

# Council Vision

## SHAPING OUR FUTURE

### Our Values

Mount Isa City Council is committed to having clear values that will assist all employees in working towards the same goals for the community.

#### INTEGRITY

- Adhere to legislation, Council policies and procedures
- Treat customers and co-workers with respect and courtesy
- Act with honesty and in the best interest of the organisation

#### SERVICE

- Exceed the expectations of internal and external customers
- Demonstrate initiative and strive for continuous improvement
- Take pride in the services delivered to the community

#### ACCOUNTABILITY

- Manage time and resources effectively and efficiently
- Work as one team that is united and seamless
- Celebrate success and take ownership of failure.

### Our Role

Mount Isa City Council has multiple roles in delivering the operational plan. These are:

#### ADVOCATE

Promoting the interests of the community to other decision makers and influencers.

#### COLLABORATE

Assisting others to be involved in activities by bringing groups and interested parties together.

#### DELIVER

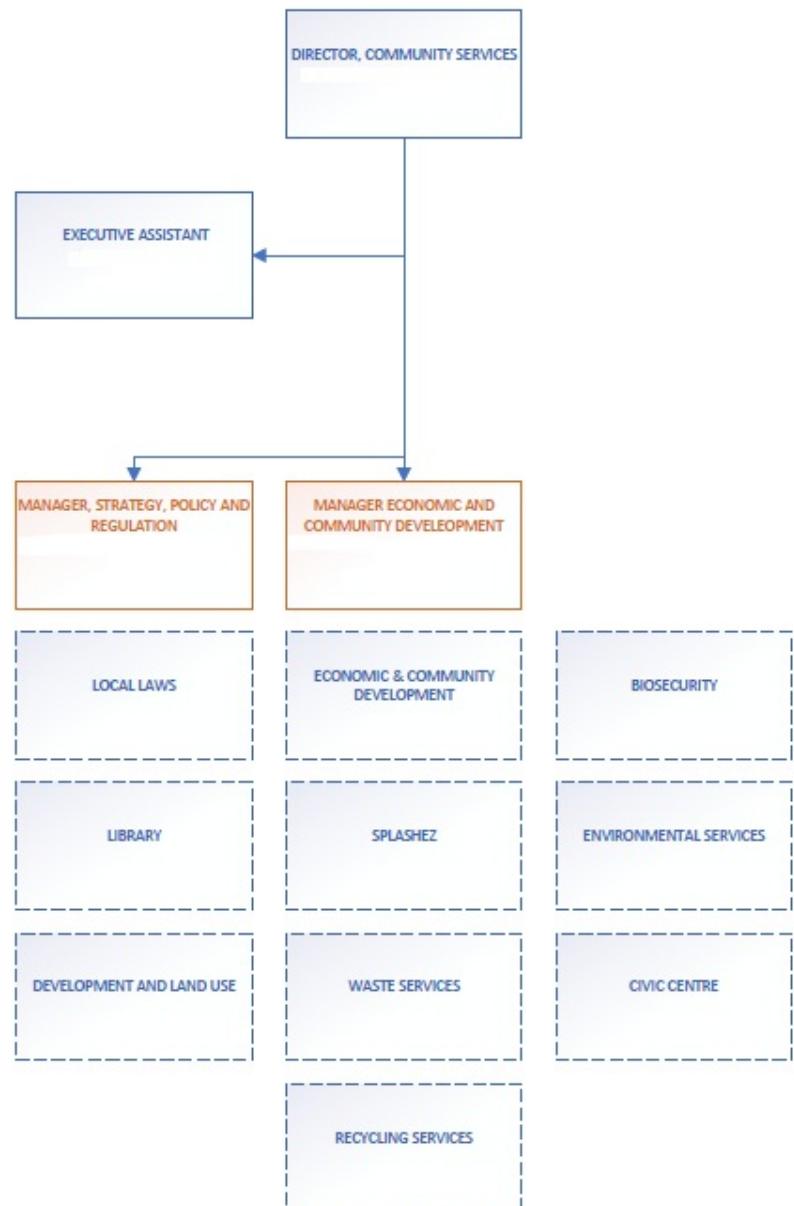
Council is directly responsible for delivery of services.

#### REGULATE

Regulating activities through local law, policy or via legislation.



# Organisational Structure





# Living in the Region



## Housing

Housing in the Mount Isa City Council region reflects the area's strong mining heritage and remote location. The region offers a mix of housing options, from established homes in suburban neighborhoods to modern developments and worker accommodations catering to those employed in the mining and resource sectors. Rental demand can be high due to workforce fluctuations and property prices vary depending on location and amenities.



## Educational Facilities

The Mount Isa City Council region offers a range of educational facilities, catering to students from early childhood through to tertiary education. The city has several public and private primary and secondary schools, including Mount Isa Central State School, Spinifex State College and Good Shepherd Catholic College. For vocational training and higher education, the TAFE Queensland Mount Isa campus provides courses in trades, business, health and community services, supporting local workforce development. The city is also home to a campus of James Cook University's Mount Isa Centre for Rural and Remote Health, which plays a key role in training healthcare professionals for regional and remote areas.



## Healthcare

Healthcare in the Mount Isa City Council region is well-equipped to serve the community and surrounding remote areas. The Mount Isa Hospital is the largest health facility in northwest Queensland, providing a range of services, including emergency care, maternity, surgery and specialist treatments. In addition to the hospital, the region has several general medical practices, specialist clinics, dental services and allied health providers. The North West Hospital and Health Service plays a key role in delivering public healthcare, while private medical centres and pharmacies ensure residents have access to essential health services. Royal Flying Doctor Service (RFDS) operations are also based in Mount Isa, offering critical outreach services to rural and remote communities.



# Living in the Region



## Shopping & Dining

Shopping and dining in the Mount Isa City Council region cater to a diverse community, offering a mix of major retailers, local businesses and unique dining experiences. Mount Isa's main shopping precincts include major supermarkets, specialty stores and shopping centres that provide essential goods and services. The city also has a range of cafés, pubs and restaurants serving everything from casual meals to international cuisine, reflecting the multicultural influences of the region. Local markets and independent retailers offer fresh produce, handmade goods and unique outback-style products.



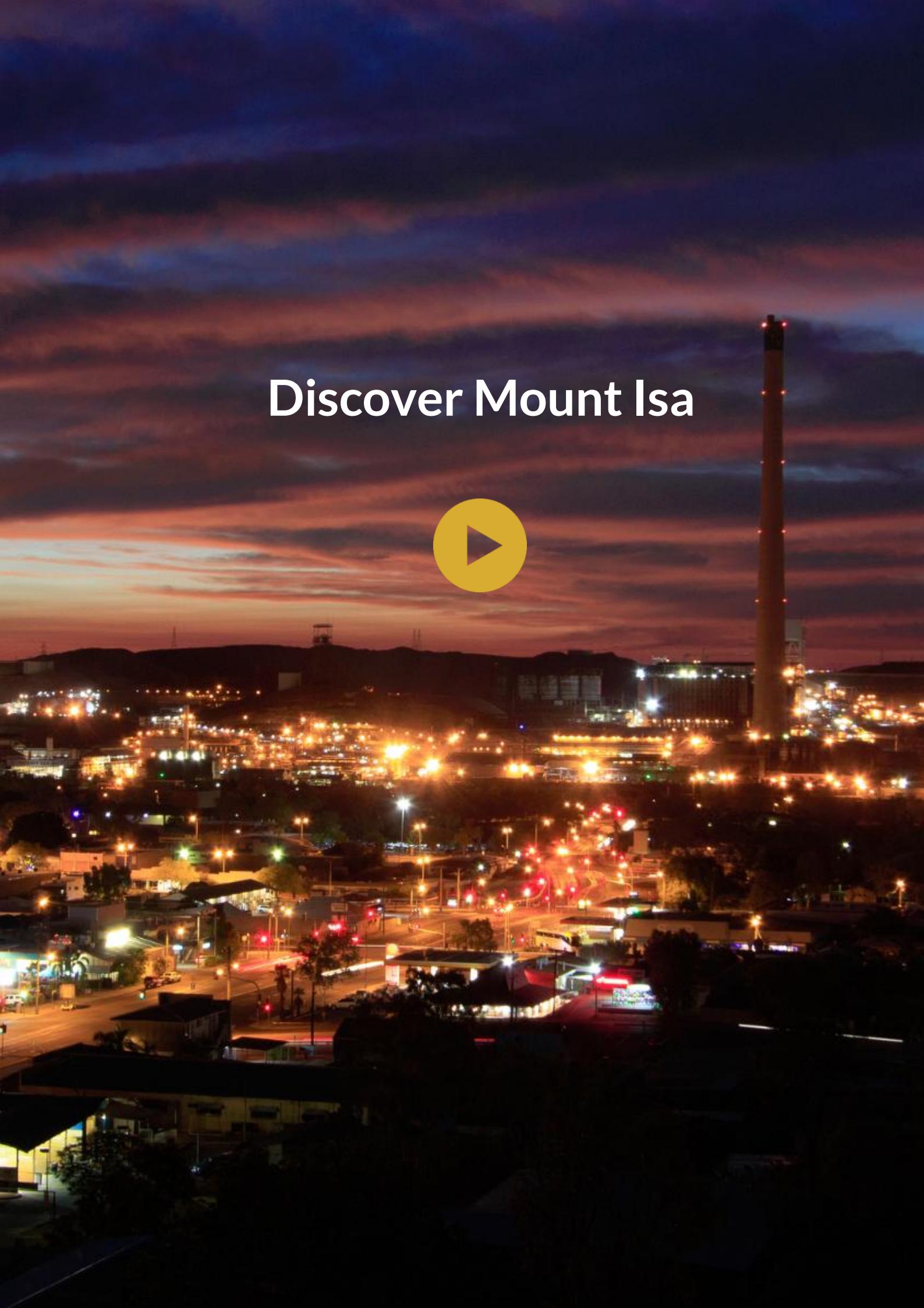
## Sports & Recreation

Sports and recreation play a vital role in the Mount Isa City Council region, with a strong community spirit supporting various sporting clubs and outdoor activities. The city boasts excellent facilities, including rugby, soccer and AFL fields, netball and basketball courts, a skate park, an aquatic centre and a well-equipped gym. Mount Isa also has a thriving equestrian scene, with rodeos and horse-riding events being a major drawcard. For outdoor enthusiasts, the region is surrounded by breathtaking natural wonders, including Lake Moondarra, a popular spot for fishing, boating and picnicking. Nearby, visitors can explore the rugged beauty of the Selwyn Ranges, go hiking through the stunning Outback landscapes, or take in the spectacular sights of the Riversleigh World Heritage Fossil Fields.



## Getting Around

Getting around the Mount Isa City Council region is made easy with a range of transport options suited to both residents and visitors. The city is well-connected by road, with the Barkly and Flinders Highways providing key routes to and from major centres in Queensland and the Northern Territory. Public transport is available through local bus services, offering convenient travel within Mount Isa. The Mount Isa Airport provides vital air links to Brisbane, Townsville and other regional centres, with regular flights operated by major airlines. Taxis and rideshare services are also available, ensuring flexible travel options. For those exploring the outback, four-wheel drive tracks and well-maintained regional roads provide access to nearby towns, national parks and remote communities.



# Discover Mount Isa



# 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 Key Selection Criteria (**page 9**)

## Evaluation Process

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

Preferred / shortlisted applicants may 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 12 January 2026
 Applications Close	• 5:00 pm Thursday 12 February 2026
 Initial Assessment	• Week Commencing Monday 16 February 2026
 Council Interviews	• Week Commencing Monday 23 February 2026

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



## ANGIE SIMMONDS

Principal Talent Consultant



Angie's experience is primarily as an internal recruiter, working in both the blue- and white-collar spaces. Initially studying law, Angie realised that while people engagement was important in her career path, she wanted to influence people's lives in a different way. In 2015, Angie found herself in a Recruitment role and that's when she found her passion.

She loves that recruitment can be challenging, but also that you get to engage with all different types of people and personalities and ultimately change lives. Angie enjoys relationship building, learning and delivering high quality outcomes for candidates and clients.

## CONTACT

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Client Rating



Candidate Rating





ATTACHMENT

# POSITION DESCRIPTION

# Director, Community Services

## Position Description

<b>Position</b>	Director, Community Services
<b>Work Location</b>	Administration Building, 23 West Street, Mount Isa
<b>Directorate</b>	Community Services
<b>Reports to</b>	Chief Executive Officer
<b>Direct Reports</b>	Manager, Economic and Community Development Manager, Strategy, Policy and Regulation Executive Project Officer, Community Services
<b>Engagement Type</b>	4-year fixed term contract

### POSITION OBJECTIVE

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This position involves the leadership and management of a multi-disciplinary team focused on providing services to the Mount Isa community in the key portfolio areas of Economic and Community Development and Environment, Regulatory Services and Land Use. This focus involves the development of programs and activities to stimulate economic growth, tourism and supporting Council's community development, youth, and cultural programs, in addition to ensuring high standards of amenity, public health and environmental performance are maintained throughout the city.

### POSITION REQUIREMENTS

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- Proven experience in engaging the community and key stakeholders to deliver community-focused outcomes.
- Proven ability in managing high performance, multidisciplinary teams to achieve organisational goals within a values-based framework.
- Self-motivated with strong time management, problem solving and decision-making abilities with an engaged and energised leadership style.
- Demonstrated knowledge of and expertise in current practices, policy directions and priorities relating to the delivery of economic, community (social), environmental and regulatory services.
- Tertiary qualifications in community development, town planning, or economic development (relevant post-graduate qualifications would also be highly regarded).
- Public sector and/or local government experience.

### KEY RESPONSIBILITIES

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This position is responsible for the following areas and includes but is not limited to:

- Leading the Community Services Directorate driving capability, accountability, and outcomes through strong engagement practices.
- Demonstrating high level organisational leadership and decision-making through constructive and collaborative participation in the Executive Management Team.

- Ensuring that statutory obligations are met, in particular those relating to environmental and other regulatory functions.
- Maintaining effective financial management and control.
- Establishing and promoting a constructive culture which encourages initiative and emphasises the value of goals, self-development, the development of others, strong collaboration and sense of purpose.
- Contributing to the promotion of Council's image and effective advocacy for economic and social outcomes.
- Oversees and takes responsibility for the operations Community Safety
- Responsible for the operations of the Materials Recycling Facility and Waste Management Facility

### **Leadership and Development**

- Lead and manage the directorate so to ensure high quality service delivered by effective and engaged teams and individuals.
- Create and nurture a working environment that encourages staff participation and a shared responsibility to achieve both organisational and personal goals.
- Model and encourage a culture of continuous learning and leadership, which values high levels of constructive feedback, and exposure to new experiences.
- Engage in high-level critical analysis of a wide range of complex issues and formulate effective responses to strategic, tactical and operational risks and opportunities.
- Apply lateral thinking and the development of innovative solutions.
- Be responsive in the provision of high-level professional advice.
- Maintain a deep understanding of the major issues and challenges confronting the Council, the community and industry.

### **Community and Economic Development**

- Identify, develop, implement and manage Community and Economic Development services and projects, providing well-considered advice on all community related projects and responsibilities, internally and externally.
- Ensure the provision and maintenance of suitable and attractive community facilities, including the library and youth services facilities, that enhance community engagement and liveability.
- Oversee the delivery of Mount Isa's Future Ready Economy Roadmap.
- Research and develop strategies to shape community and economic development activity and oversee implementation.
- Responsible for the operations of Council facilities including the Civic Centre, Buchanan Park and Splashez Aquatic Centre.
- Ensure delivery of the Tourism Development Strategy.
- Oversees Council's interests in the Outback at Isa (Visitor Information Centre) on behalf of Council.
- Responsible for the Council's media presence through different platforms (i.e., newspaper, social media, community engagement)

### **Planning, Compliance and Regulation**

- Lead and manage land use assessment and strategic planning.
- Oversee the delivery of Council's Environmental Strategy.
- Foster a high-quality regulatory focus through best practice and fit for purpose regulatory controls and activities.
- Oversee compliance regarding town planning, building, swimming pools, and other related compliance.

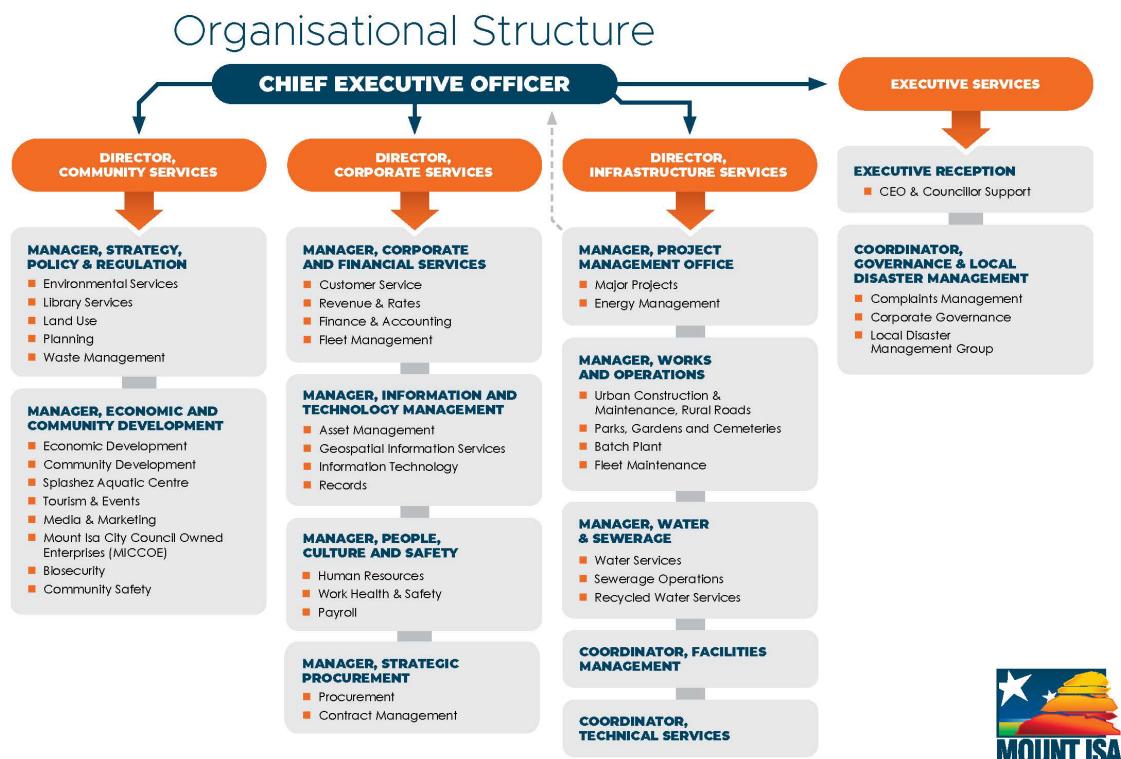


- Ensure Local Laws and the Animal Management Facility is run in accordance with legislative requirements.
- Responsible for proper legislative requirements necessary to run the Waste Management Facility and Materials Recovery Facility.

#### **Technical Skills**

- An excellent knowledge of contemporary community development and/or economic development issues and policy responses.
- Excellent interpersonal and communication skills.
- Experienced in strategic and operational planning and delivery.
- Politically savvy with proven advocacy skills.

## ORGANISATIONAL CHART



## WORK HEALTH AND SAFETY

All employees of Council have a legal obligation to comply with Work Health and Safety legislation including Council's Work Health policies, procedures and work instructions.

## WE ARE ISA...

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We consider our values vital in how we serve our community. Mount Isa City Council's values are Integrity, Service and Accountability.

INTEGRITY

SERVICE

ACCOUNTABILITY

## HOW TO APPLY

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### What to include in your application:

To assess your suitability, please provide the following information:

- Write a maximum of 2 pages on how your experience, abilities, knowledge and personal qualities meet the position requirements of the role.
- Your current CV or resume, including two referees who have a thorough knowledge of your capabilities, work performance and conduct within the previous two years.

### Submitting your application:

- Submit online at: <https://www.mountisa.qld.gov.au/current-vacancies>; or
- Email Human Resources on [hr@mountisa.qld.gov.au](mailto:hr@mountisa.qld.gov.au)
- *Both word and PDF are accepted file formats.*

### Please note that:

- Council undertakes a range of checks and assessment methods to assist in selection, including criminal history checks, pre-employment medical etc.
- Mount Isa City Council is an Equal Employment Opportunity employer. Council strongly encourages all suitable applicants to apply for this role.

***Applicants must be eligible to live and work within Australia***

Creation Date	13 April 2023
Review Date	08 January 2026
Contact	Darren Bond 4747 3200
Closing date	20 January 2026



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