

Item 8.10





Ordinary Meeting
Thursday, 24 October 2024

commencing at 9:00am

Sunshine Coast City Hall Chamber, 54 First Avenue, Maroochydore

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8 REPORTS DIRECT TO COUNCIL**8.10 APPOINTMENT OF THE CHIEF EXECUTIVE OFFICER OF THE SUNSHINE COAST REGIONAL COUNCIL****File No:** Council Meetings**Author:** Head of People & Culture
Business Performance Group**Attachments:** Att 1 - Chief Executive Officer - Position Profile..... 11  
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PURPOSE

This report proposes for Council's consideration, an appointment to the position of Chief Executive Officer of the Sunshine Coast Regional Council and the terms and conditions associated with that appointment.

Attachments 3 and 4 are confidential as they contain identifying information on the preferred candidate and the contractual arrangements associated with the employment of the preferred candidate, should the recommendations in this report be accepted. Should Council wish to discuss these confidential documents, it is recommended that Council close the meeting under section 275 (1) (a) and (e) of the *Local Government Regulation 2012* as **Attachments 3 and 4** relate to the appointment of an employee and a contract proposed to be made by Council. It is considered the privacy of the preferred candidate should be respected until such time as Council has made a decision on the appointment to this position.

The recommendations in this report provide for (subject to agreement by Council) the public release of the name of the preferred candidate should the appointment be approved. In addition, while the proposed contract of employment is considered confidential, the total value of the proposed remuneration package and the term of the proposed appointment are provided as public information in the body of this report.

EXECUTIVE SUMMARY

Following the resignation of Council's former Chief Executive Officer (CEO), Councillors reviewed the requirements for the position of CEO and established a new Position Profile (see **Attachment 1**) and commenced a comprehensive process to recruit for this position.

Leading Roles was selected through a Request for Quotation procurement process and engaged on 17 July 2024 to manage the executive search and assessment process to secure a new CEO for Council.

Advertising of the position commenced on Tuesday 6 August including online advertisements on SEEK, LinkedIn, Australian Local Government Job Director, the Leading Roles website and Council's website.

The sequence of the applicant assessment processes conducted by Leading Roles was as follows:

- 138 applications were received, with over 40 detailed briefings provided to prospective applicants.
- The Consultant assessed all applications and 'longlisted' 35 applicants. This list was further reduced to 14 candidates.
- The Consultant commenced interviews with the most suitable candidates on Friday 30 August and finalised interviews on Tuesday 10 September.

The Consultant met with all Councillors on Monday 16 September to provide a full briefing on the applicant pool. Councillors reviewed the 14 highest ranked candidates from the list as proposed by the Consultant and settled on a shortlist of six candidates for interview.

A selection panel was established comprising:

- Mayor Rosanna Natoli
- Deputy Mayor, Cr Maria Suarez
- Cr Terry Landsberg
- Cr Winston Johnson
- Cr Taylor Bunnag

The selection panel conducted interviews with six candidates on Tuesday 24 and Wednesday 25 September 2024.

Following the interviews, the selection panel assessed the candidates against the Council agreed recruitment brief and the Leadership Capability and Competency Assessment Framework aligned to the *"McKinsey Mindsets and Practices of Excellent CEO's"* and identified three candidates to invite to undertake psychometric testing and to be the subject of referee reports. Following the completion of the psychometric tests and referee reports, the selection panel recommended all three candidates for further consideration and interview by all Councillors.

Following scheduling of the interviews, one of the three preferred candidates withdrew from the process due to personal reasons.

Councillors conducted interviews with the remaining candidates on Tuesday 8 October 2024. Integrity/pre-employment checks (i.e. Australian Criminal History; Australian Federal Police; Qualifications; and Australian Bankruptcy searches) were subsequently obtained for the preferred candidate. The Curriculum Vitae of the recommended candidate is provided at Confidential **Attachment 3**.

It is proposed the recommended candidate be appointed for a term of five years from the agreed date of commencement, with the option available to Council to re-appoint the CEO for a further term. Council will need to determine by June 2029 whether to re-appoint the CEO for a further term.

OFFICER RECOMMENDATION

That Council:

- (a) receive and note the report titled “Appointment of the Chief Executive Officer of the Sunshine Coast Regional Council”**
- (b) approve the appointment of the preferred candidate as the Chief Executive Officer of the Sunshine Coast Regional Council under section 194 (1) of the *Local Government Act 2009***
- (c) delegate authority to the Mayor to finalise and execute on behalf of Council, the proposed contract of employment associated with the appointment referred to in (b) above and**
- (d) authorise the Mayor to make public, the name, qualifications and experience of the appointee to the position of Chief Executive Officer of the Sunshine Coast Regional Council, once the contract of employment has been executed by all parties.**

FINANCE AND RESOURCING

The cost of the recruitment and selection process to fill the CEO position was within the allocated allowance. These costs were met from the current year budget for the Office of the Chief Executive Officer.

The full year value of the total remuneration package (including salary, employer contributions to superannuation and motor vehicle arrangements) proposed for the CEO is \$550,000. The value of the total remuneration package is generally in line with comparable local government CEO remuneration packages in South East Queensland. The funding for the remuneration of the CEO is included in the budget for the Office of the Chief Executive Officer.

CORPORATE PLAN

Corporate Plan Goal: *An outstanding organisation*

Outcome: We serve our community by providing this great service

Operational Activity: S29 - Governance: providing internal leadership, legal opinion, governance and audit functions ensuring legislative accountability, transparency and ethical obligations are supported.

CONSULTATION**Councillor Consultation**

All Councillors were consulted on the design of the recruitment and selection process, the composition of the selection panel and kept informed of the selection panel's progress during the process.

Mayor Natoli, Deputy Mayor Councillor Suarez, Councillor Landsberg, Councillor Johnston and Councillor Bunnag were members of the selection panel.

All Councillors were involved in the assessment of the final shortlisted candidates and in determining the preferred candidate.

Internal Consultation

The Head of People and Culture Branch, the Head of the Business Innovation Branch (responsible for Council's Procurement Policy), Acting Group Executive Civic Governance and the Capability and Employee Engagement Lead conducted the Request for Quotation process to select the executive recruitment agency to manage the recruitment and selection for this position.

The development of the proposed Contract of Employment for the CEO (see Confidential **Attachment 4**) was undertaken in conjunction with the Head of People and Culture Branch. No other internal consultation was considered appropriate for a recruitment and selection process of this nature.

External Consultation

Beyond the sourcing of confidential referee reports for candidates and the conduct of pre-employment/integrity searches, no other external consultation was undertaken in relation to this appointment.

Community Engagement

Community engagement was not appropriate given the confidential nature of this executive recruitment and selection exercise.

PROPOSAL

Following the resignation of Council's former CEO, Councillors reviewed the requirements for the position of CEO and established a new Position Profile (see **Attachment 1**) and a comprehensive process to recruit for this position.

The Position Profile establishes:

- the Council's core expectations and priorities for the CEO;
- the demonstrated qualifications and experience which Councillors believe are required to lead an organisation of the size and scale of Council; and
- the values that Councillors expect the CEO to champion, lead and embed within the culture and governance of the organisation and across the workplace.

The key elements of the recruitment process involved:

- Independent sourcing of the widest possible field of candidates by a suitably qualified and experienced executive recruitment agency;
- Initial screening of candidates by the executive recruitment agency to assess candidate suitability;
- A selection panel comprising of 5 Councillors;
- Referee and other screening techniques, including psychometric testing, for the final shortlisted candidates prior to recommendation to Councillors for further consideration;
- Assessment and interviews by all Councillors of the final shortlisted candidates; and
- Pre-employment/integrity searches for the preferred candidate.

Recruitment Process

To facilitate a robust executive search strategy and recruitment process, a Request for Quotation was conducted in June 2024, overseen by an assessment panel comprising Council's Head of People and Culture Branch (Chair), the Head of the Business Innovation Branch (responsible for Council's Procurement Policy), Acting Group Executive Civic Governance and the Capability and Employee Engagement Lead. Several agencies, including organisations with a presence on the Sunshine Coast, were invited to respond to the Request for Quotation. From this process, Leading Roles was selected and engaged on 17 July 2024 to manage the executive search and assessment process to secure a new CEO for Council.

Advertising of the position commenced on Tuesday 6 August and online advertisements included on SEEK, LinkedIn, Australian Local Government Job Director, the Leading Roles website and Council's website.

A multi layered sourcing strategy was adopted by Leading Roles which included a sequence of applicant assessment processes being conducted to arrive at a cohort of suitably qualified and experienced candidates involved:

- 138 applications were received, with over 40 detailed briefings provided to prospective applicants.
- The Consultant assessed all applications and 'longlisted' 35 applicants. This list was further reduced to 14 candidates.

To review the recommendations of the Consultant and determine an initial shortlist of suitable candidates for interview, all Councillors met with the Consultant on Monday 16 September 2024 to receive a full briefing on the applicant pool. Councillors reviewed the 14 highest ranked candidates and settled on a shortlist of six candidates for interview.

Interviews were scheduled for Tuesday 24 and Wednesday 25 September 2024.

Selection Process

The selection panel conducted interviews with six candidates on Tuesday 24 and Wednesday 25 September 2024.

The six interviewed candidates each participated in an interview of 60- 90 minutes duration, which comprised a series of questions and areas for discussion aligned to the Council's agreed recruitment brief and the position profile as included in the published CEO Applicant Pack (**Attachment 2**) and the Leadership Capability Competency Framework aligned to the *"McKinsey Mindsets and Practices of Excellent CEO's"*. With Leadership as the key area of focus, the following competencies were the emphasis of questions for the purpose of assessment by the selection panel:

1. Strategic Leadership
2. Leadership of People – Fostering an Inclusive Culture
3. External Stakeholders – Building Strategic Partnerships
4. Internal Stakeholders – Collaborative Decision Making
5. Personal Attributes – Resilience and Adaptability
6. Conflicts of Interest – Identifying and Handling Conflicts of Interest

Following interviews, the selection panel identified three candidates who would be invited to participate in psychometric testing and to be the subject of referee reports. Following the completion of the psychometric tests and the provision of referee reports, the selection panel recommended to all Councillors three candidates for further consideration and interview.

Councillors agreed to conduct interviews with the three recommended candidates on Tuesday 8 October 2024.

Following scheduling of the interviews, one of the three preferred candidates withdrew from the process due to personal reasons.

Subsequently the two remaining candidates were each invited to participate in an interview of two hours duration with all Councillors participating. The candidates were required to respond to the following key areas:

1. Background – provide an overview of their experience and alignment to the role of CEO;
2. A 30 minute presentation - Presenting a plan for assuming leadership and how they would leverage their experience to deliver on the Mayor and Councillors' vision for the Sunshine Coast Council.

The balance of each interview involved a series of questions and areas for discussion, in order to enable Councillors to gain an understanding of the suitability of candidates for the role.

Following the interviews on Tuesday 8 October 2024, Councillors met to discuss the outcomes of the interviews and to identify a preferred candidate. Integrity/pre-employment checks (i.e. Australian Criminal History; Australian Federal Police; Qualifications; and Australian Bankruptcy searches) were subsequently obtained for the preferred candidate.

The Curriculum Vitae of the preferred candidate is provided at Confidential **Attachment 3. Terms and conditions of employment**

A new Contract of Employment has been drafted for the CEO position, incorporating best practice elements from employment contracts with the State and other local governments as well as the expectations of Councillors. The proposed contract of employment is at Confidential **Attachment 4.**

It is proposed the preferred candidate be appointed for a term of five years from the date of commencement, with the contract providing the option to Council to re-appoint the CEO for a further term. Under the terms of the proposed contract of employment, Council will need to determine in June 2029 whether to re-appoint the CEO for a further term.

Taking into account comparability with other local government CEO remuneration packages in South East Queensland, Councillors agreed the total value of the remuneration package for the preferred candidate would be \$550,000 per annum. The total remuneration package includes annual salary, employer contributions to superannuation and motor vehicle arrangements.

Legal

Council is required under section 194 (1) of the *Local Government Act 2009* ("the Act") to appoint a qualified person to be its CEO.

Under section 194 (3) of the Act, a person who is appointed as the CEO must enter into a written contract of employment with the local government.

Under section 194 (4) of the Act, the contract of employment must provide for:

- a) the CEO to meet performance standards set by the local government; and
- b) the CEO's conditions of employment (including remuneration).

The recommendations in this report and the proposed contract of employment satisfy the statutory requirements referenced above.

Policy

There are no significant policy issues associated with the recommendations posed in this report. Council policies in relation to recruitment and selection have been observed in the process adopted for filling this role.

Risk

There are no discernible, significant risks associated with the recommendations in this report. The preferred candidate has been selected through a process which involved eight different elements, which included formal application, three separate interviews, psychometric testing, referee reports and pre-employment and integrity searches.

Previous Council Resolution

There are no previous Council resolutions in relation to this recruitment and selection process.

Related Documentation

- Chief Executive Officer Position Profile
- Position advertisement
- Leading Roles Recruitment Brief and Published Information Package
- Recommended Candidate – Curriculum Vitae and application (Confidential)
- Psychometric Testing Results for the preferred candidate (Confidential)
- Referee reports (3) for the preferred candidate (Confidential)
- Pre-employment search results for the preferred candidate (Confidential)
- Proposed Contract of Employment (Confidential)

All documentation generated throughout the recruitment and selection process will be securely filed with Council's People and Culture Branch and appropriately archived in due course.

Critical Dates

Given the recruitment and selection process commenced on 17 July 2024 following the appointment of Leading Roles, there was a high level of expectation by Council staff and members of the community that an appointment to the CEO role would be finalised in a timely manner. Subject to Council agreeing to the recommendations in this report, the recruitment and selection process will have been completed in four months from the date of appointment of the executive recruitment agency.

Implementation

Subject to Council's acceptance of the recommendations in this report, it is proposed that the Mayor will:

- execute the proposed Contract of Employment; and
- announce the appointment to the CEO role.



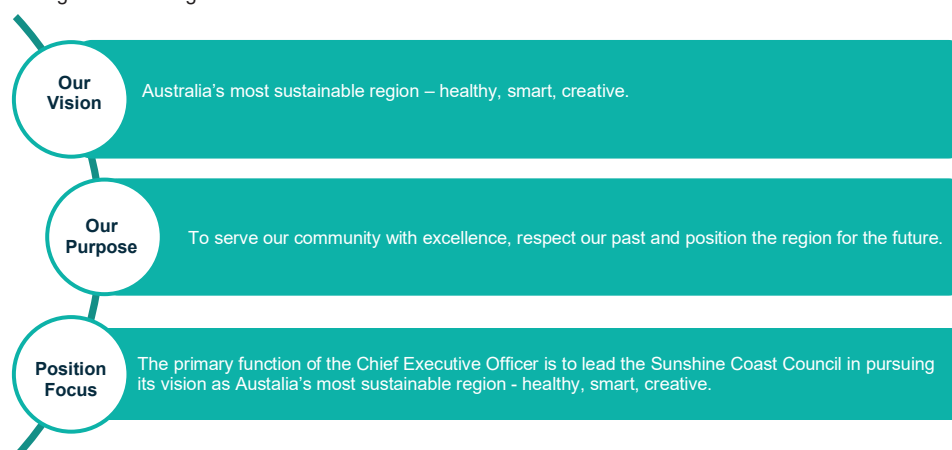
Position Profile

70001001 – Chief Executive Officer - Office of CEO

About Council

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

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



Our Values

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



Attachment 1 Position Profile

Our Corporate Plan Goals

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

Position Summary

Position title	Chief Executive Officer
Position number	70001001
Reports to	Mayor Sunshine Coast Council
Position type	Establishment
Position Classification	Executive Contract
Group	Office of Mayor & CEO
Branch	Office of CEO
Employment area	Sunshine Coast Locations Sunshine Coast Council regional area
Team leadership/supervision	Executive Leadership Team.
Internal liaison	Executive Leadership Team, Councillors, Managers and other Council Staff.
External liaison	Federal and Queensland Government Department, Local Government Authorities, Business, Peak Bodies, Community groups, media and community members.
Delegations	The Chief Executive Officer is the accountable officer of the local government and operates in line with Council's Delegations of Authority relating to financial, administrative, human resource management, Workplace Health & Safety (WH&S) and environmental management responsibilities.
Date last reviewed	12 June 2024

Overview

SCC is a leading local government in Australia. We deliver exceptional service to and with our community. Equally, we are also providing leadership on a range of region-making projects. Combined, these efforts are building recognition of the Sunshine Coast both nationally and internationally as a great place in which to live, work, play, invest and visit.

Our strong reputation is underpinned by a quality workforce, an exceptional financial base and a record of achievement second-to-none.

The Role in Brief

The Chief Executive Officer leads the organisation in delivering on the vision, purpose, policy directions and decisions adopted by the elected Council. The role is responsible for both leadership of the

Attachment 1 Position Profile

organisation's day-to-day business and the provision of professional, strategic advice to the elected Council to inform its decision-making. The role of the Chief Executive Officer of a local government in Queensland is more fully described in Section 13 of the *Local Government Act 2009* (Qld).

Council's expectation is that the Chief Executive Officer will focus on achieving outcomes in the following four key result areas:

- **Strategy** – Council's key strategic priorities are resourced and progressed.
- **Relationship management** – Strong working relationships with key government and non-government stakeholders are developed, nurtured and maintained.
- **Corporate leadership** – The organisation is capable, motivated, customer focussed and high performing.
- **Management results** – Council's corporate and operational plan commitments are delivered effectively and efficiently.

The Chief Executive Officer's performance will be assessed by Council every six months. The Chief Executive Officer will also be expected to maintain an effective performance management regime with the Executive Leadership team and across the organisation.

Key Responsibilities

Specific role expectations for the Chief Executive Officer include but are not necessarily limited to the following:

1. Strategy

- Assist Council to conceptualise, formulate, implement and review the strategic direction, activities and objectives of the Sunshine Coast Council.
- Provide strategic advice in order to inform Council's policy setting and decision making process.
- Drive the governance, planning and delivery of key region-making initiatives.
- Ensure that the organisation's operations are aligned with the strategic objectives and directions of the Council as articulated in its Corporate Plan.
- Monitor, report and advise on issues that arise and have significant implications on the operations and sustainability of Council.
- Identify strategies and other opportunities to continually improve the financial position of Council and its ongoing sustainability.

2. Relationship management

- Develop and maintain positive, collaborative and productive working relationships with the Mayor and Councillors.
- Foster relationships and networks with local, federal and state governments and other key stakeholders to deliver strategic benefits for Council and the community.
- Undertake an active and visible leadership role in community activities and demonstrate a clear understanding of, and responsiveness to, the issues and interests of the various Sunshine Coast communities.

3. Corporate leadership

- Drive workforce and leadership practices that build a productive culture with a focus on performance, capability building, personal accountability and nurturing of leadership potential.
- Provide strategic direction to the Executive Leadership Team, Branch Managers, Coordinators and all employees of the Sunshine Coast Council.
- Ensure efficient delivery of Council's services throughout the Sunshine Coast region.

Attachment 1 Position Profile

- Maintain open communication channels to ensure councillors are informed of all relevant issues.

4. Management results

- Prepare and submit to Council an annual Operational Plan and annual budget that delivers on Council's strategic priorities and addresses identified community needs.
- Ensure the organisation operates within Council's adopted Budget including the provision of structures and systems to ensure appropriate management and maintenance of Council's assets.
- Ensure Council's statutory and legal obligations are met.
- Inform and support the activities of Council via the provision of advice and information relating to relevant legislative and statutory frameworks.
- Support Council decision making and good governance through the formulation, promotion and implementation of contemporary protocols, policy, systems and processes.
- Ensure Council's decisions, policy directions, programs and priorities are implemented through the effective, efficient and appropriate use of Council resources.
- Proactively communicate the organisations achievements, successes and service delivery to both internal and external parties.

Our Preferred Candidate

The Chief Executive Officer of the Sunshine Coast Council will be able to demonstrate a track record of achievement in the key responsibility areas identified above. Equally, we are looking for a person who can demonstrate:

- **Exemplary leadership skills**, with the ability to build strong workplace culture, attitudes and behaviours.
- **Visionary, innovative approaches** in the development of strategy, tactics, major projects and operations.
- **Understanding and experience** of leading an organisation of this size, scope, circumstance and diversity
- **Exceptional interpersonal and communication skills**, with particular emphasis in the areas of consultation, advocacy, negotiation, influencing, conflict resolution and assertiveness.
- **Ongoing commitment** to learning and development at both a personal and professional level.



Message from the Mayor

Welcome to our beautiful Sunshine Coast!

Our region boasts world-famous natural assets, a strong economy and a diverse and engaged community. We are a recognised UNESCO biosphere reserve which demonstrates globally, our commitment to a sustainable future.

At Sunshine Coast Council, we are privileged to have a team of talented, passionate and dedicated employees to work with every day. We are committed to serving our community and to our vision of being Australia's most sustainable region.

As Chief Executive Officer, you will need to share and lead that vision – living and breathing our values.

We are committed to our smart economy, strong community, healthy environment and service excellence to create this outstanding organisation.

As one of Australia's fastest growing regions, we are facing enormous growth – with that comes both challenges and tremendous opportunity.

As a key delivery partner and Co-host of the Brisbane 2032 Olympic and Paralympic Games, there has never been a better time to be a leader on the Sunshine Coast. We face a range of challenges as we plan for our time on the world's stage, but the opportunity the Games present for our community in terms of legacy infrastructure is unprecedented in this region.

We have the chance to make a significant difference in our community and our CEO will help and lead us, as we deliver opportunities for our whole region.

We are looking forward to having you lead our organisation during this exciting period in our history.

[Click Here](#) to view a video message from Mayor
Councillor Rosanna Natoli



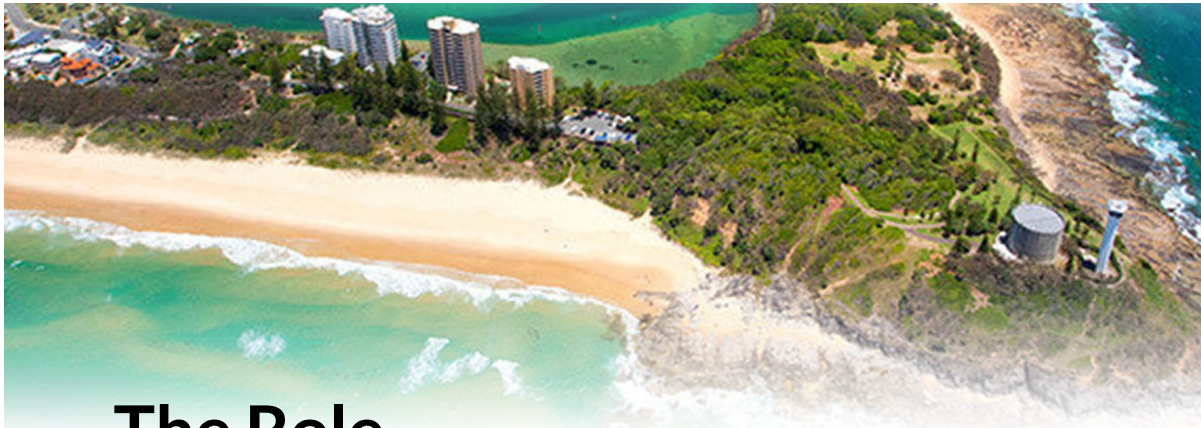
Cr Rosanna Natoli
Mayor



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



The Role

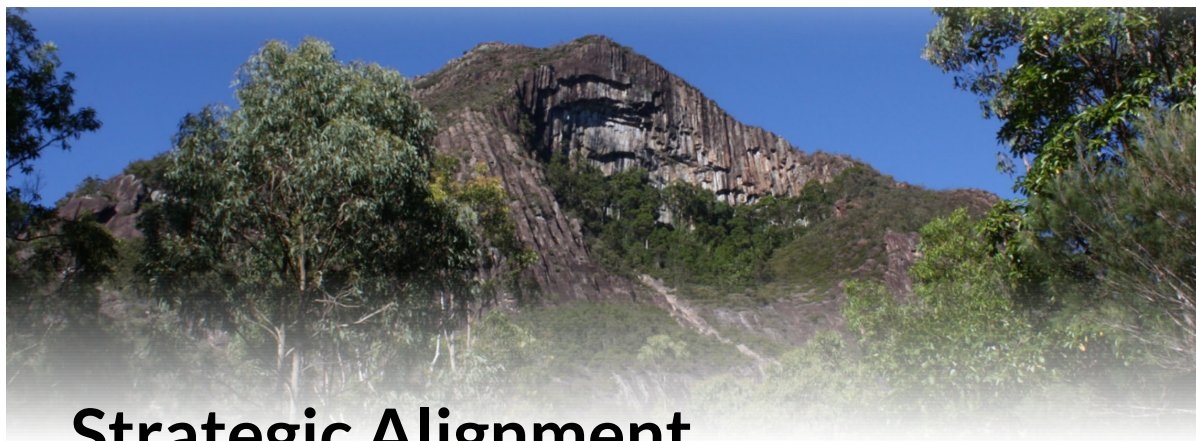
Lead the Sunshine Coast Council as CEO and deliver the Council's vision for the future of Australia's most sustainable region – Healthy. Smart. Creative.

The Sunshine Coast Council strives to become Australia's most sustainable region. The Mayor, Rosanna Natoli, and Council are seeking a CEO who will work with the Council and organisation to build a strong community, enhance liveability, protect the region's natural assets, strengthen the economy and increase the community's resilience and adaptability.

Strategic Vision and Goals

The Council is committed to establishing a legacy that benefits everyone, including local industries, businesses, suppliers, people with disabilities, First Nations peoples and the region's youth.

As a key partner for the Brisbane 2032 Olympic and Paralympic Games, projects like the Maroochydore City Centre, Caloundra CBD activation, international broadband submarine cable investment and Sunshine Coast Airport expansion are prime examples of the Council's forward-thinking approach in investment in the region's future. These investments have created a connected city and the infrastructure that will underpin the growth and development of a vibrant and resilient economy.



Strategic Alignment

The CEO will be responsible for overseeing the implementation of [Corporate Plan 2024-2028](#) and [Operational Plan 2024-2025](#), as adopted by Council.

These plans have established priority activities and delivery responsibilities, and the CEO must establish and lead an integrated planning and reporting framework that is founded on service efficiency and financial sustainability and ensures a clear line of sight for monitoring progress and keeping the community informed.

Strategic priorities include:

- Advancing community strength through the refreshed Sunshine Coast Community Strategy and Action Plan, to be endorsed by Council later this year.
- Raising awareness and supporting initiatives for key social issues, focusing on homelessness and domestic and family violence prevention.
- Developing the next Active Transport Plan to integrate walking and riding into the region's transport system.
- Building environmental resilience through waste initiatives, emissions reduction, climate risk management and the progression of a dark sky reserve.
- Delivering a resilient economy by advocating for local businesses and fostering innovation and digital capability.
- Undertaking service reviews to ensure efficient and effective delivery models.
- Developing and implementing the Customer Experience Strategy, that keeps customers at the centre of everything the organisation does.
- Developing and implementing an Organisational Excellence Strategy to build the capabilities, capacity and agility needed to implement regional objectives and respond to community needs.



Team and Processes

A crucial aspect of the CEO's role will be to foster a supportive and inclusive organisational culture.

The CEO will lead the development of a strong Executive Leadership Team (ELT) focused on strategic alignment, operational efficiency and staff empowerment.

Streamlining systems and processes to enhance efficiency and reducing unnecessary costs will be key priorities, as will be leading an organisational culture that focuses on positive, proactive approaches to the issues, opportunities and challenges of the Council and community.

Stakeholder Engagement

The CEO will lead with an approach that builds trust, transparency and partnership between the elected member group and Council organisation with a One Team approach.

Externally, the CEO will engage with the community, State and Federal governments, and other key partners to secure investment in critical infrastructure , including a sustainable public transport network and to advance conservation efforts, such as the Blue Heart Sunshine Coast project and UNESCO Biosphere implementation.

The Mayor and a number of Councillors are in their first term, and they will value the support of a leader who focuses on their performance and development, both as a team and as individual community leaders..



Skills and Attributes

The Council is seeking a visionary leader who has a working history that demonstrates:

- a strong background in leadership of complex organisational operations,
- strategic financial management,
- agile and innovative thinking,
- advanced communication and relationship skills, both internally and externally,
- environmental stewardship and,
- a very strong commitment to public participation in Council's decision-making processes, ensuring that policies and initiatives reflect the needs and desires of the community.

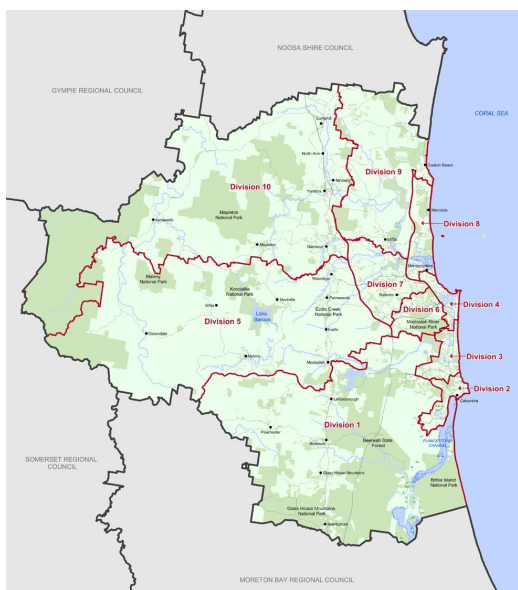
Local government experience at an equivalent level will be highly regarded by the Council panel.

Agility, adaptability and a commitment to social justice principles are essential qualities sought by the Mayor and Council, as well as a personal style that embodies accountability, humility, strength, resilience and alignment with Council's values.



About Council

The Sunshine Coast Council is proudly one of only five destinations in Australia to attain international recognition as a UNESCO Biosphere. It also stands as one of the most economically thriving regions among Australian local government areas.



The Sunshine Coast Council is a vibrant hub of opportunity and natural beauty in the heart of south-east Queensland, a short drive north of Brisbane. Spanning over 2,291 square kilometres, the region serves as a major urban and economic centre.

In June 2022, the Sunshine Coast achieved international recognition as a UNESCO Biosphere, one of only five in Australia. This prestigious designation underscores the Council's commitment to environmental sustainability and preserving the stunning natural surroundings.

With an estimated population of circa 500, 000, the Sunshine Coast is home to a diverse and growing community. The region boasts one of the largest economies among all local government areas in Australia, with a flourishing A\$21 billion economic landscape.

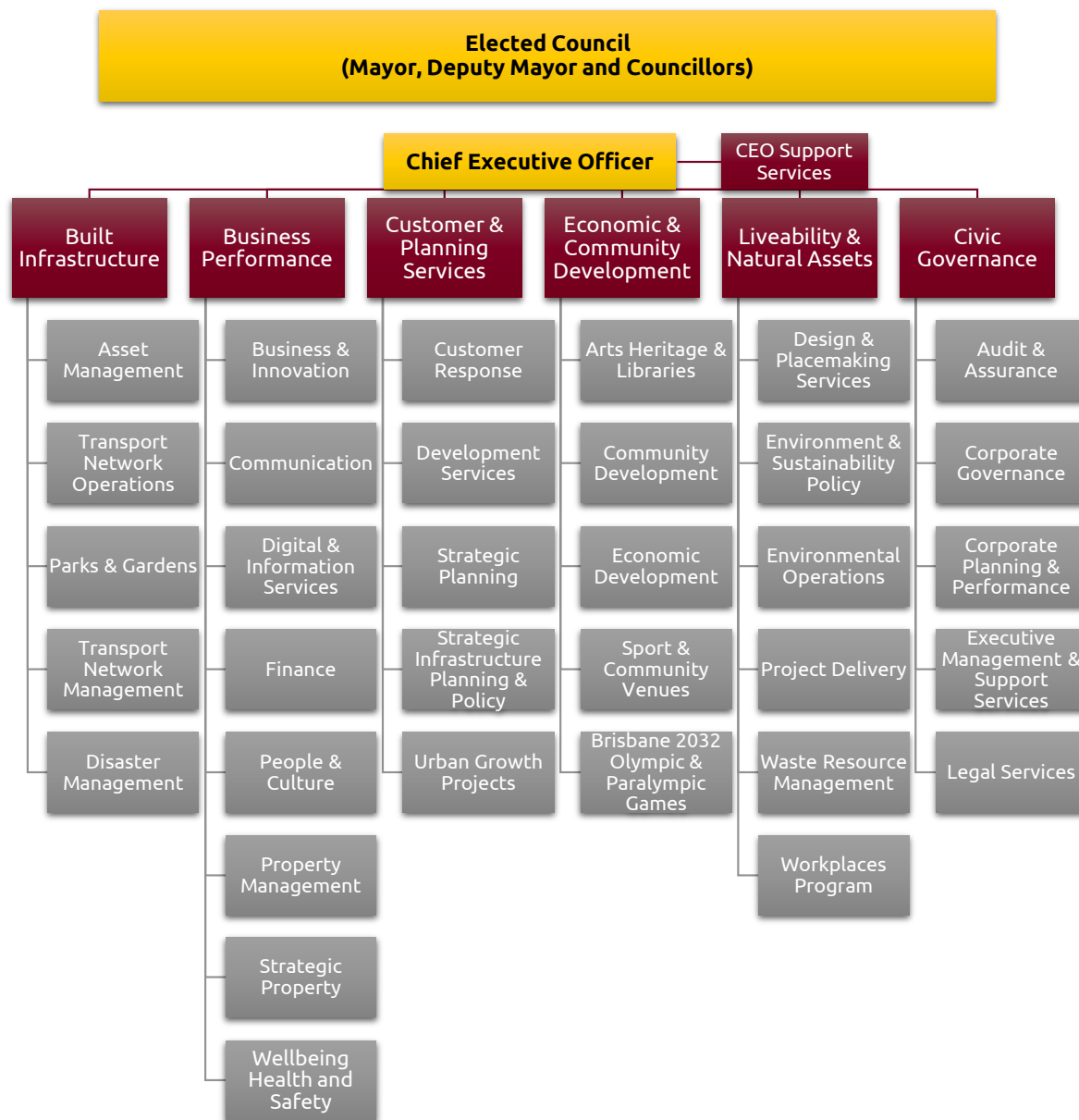
The Sunshine Coast Council takes great pride in managing and protecting the region's natural assets. It oversees 60 kilometres of spectacular coastline, maintains 3,043 kilometres of well-kept roads, and safeguards over 8,000 hectares of environmental reserves. The waterways span over 12,000 kilometres, while 1,210 parks and 1,400 kilometres of pathways provide recreational spaces for all.

The council plays a crucial role in fostering growth, supporting local businesses, promoting tourism and creating employment opportunities.

Links to Council Information



Organisational Structure





Living in the Region



Housing

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



Educational Facilities

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



Healthcare

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



Living in the Region



Shopping & Dining

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



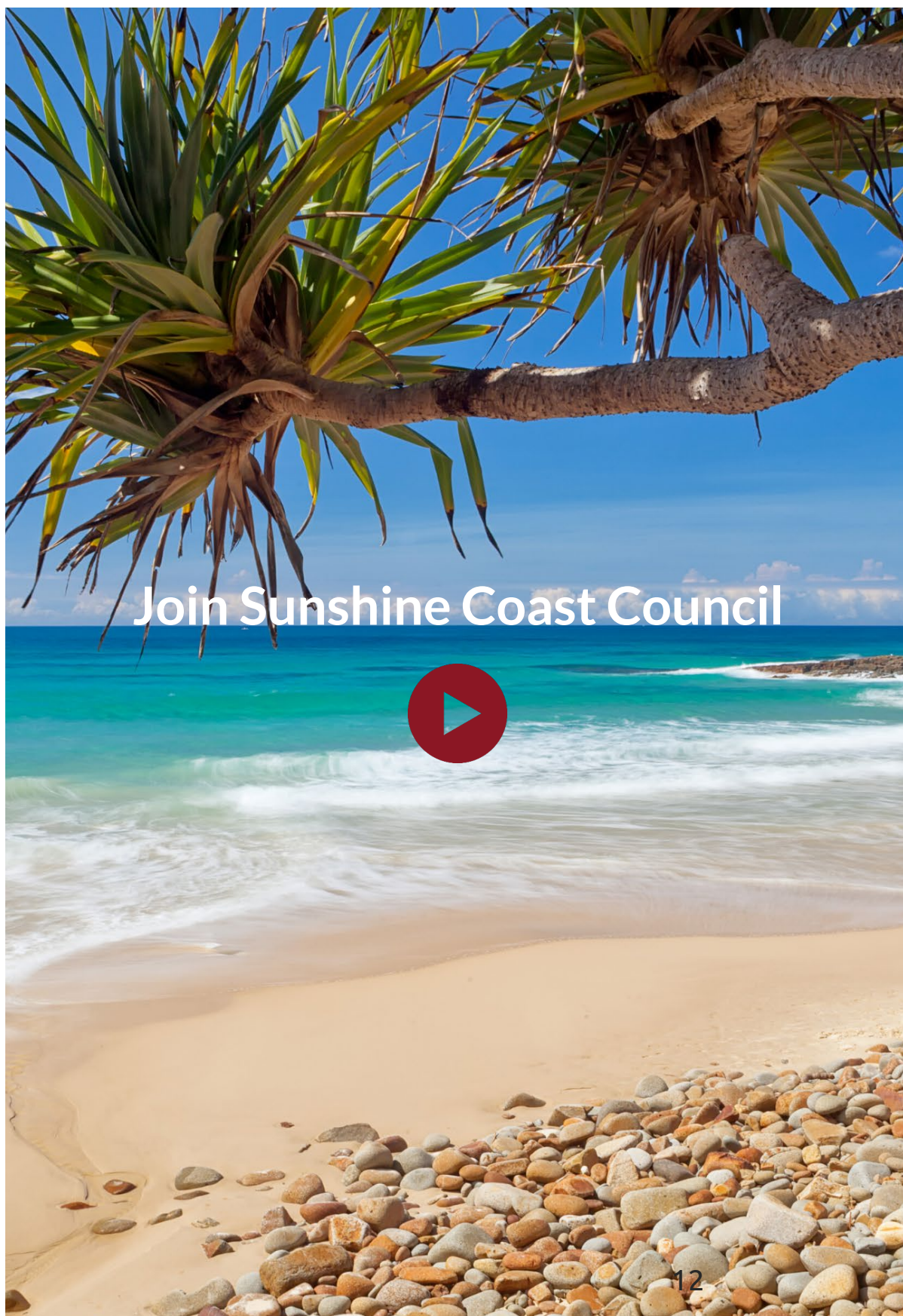
Sports & Recreation

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



Getting Around

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



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 criteria below



Response Criteria

Strategic Leadership Experience:

- Proven experience in a senior executive role, with a strong track record of integrating public participation into strategic management frameworks. Experience within a local government is highly valued.

Understanding of Regional Growth and Local Government Impact:

- In-depth understanding, and innovative approach to resolving the unique challenges faced by fast-growing communities.

Stakeholder Relationship Management:

- Demonstrated ability to develop and maintain constructive relationships and partnerships with internal and external stakeholders.

Financial Management Expertise:

- Extensive experience in strategic finance and effective and rigorous financial oversight of large and complex organisations, ideally within a local government setting.

Leadership, Engagement and Communication Skills:

- Strong leadership, communication, and interpersonal skills with a proven ability to inspire commitment to purpose, build trust, lead people, and build organisational capability.

Relevant Qualifications and Experience:

- An appropriate qualification in Finance, Business, Management, or a related discipline. This academic background should be complemented by practical experience that supports the strategic and operational demands of leading a dynamic and innovative local government organisation.



Applications Open

- Week Commencing Monday 5 August 2024



Applications Close

- 5pm Monday 26 August 2024



Initial Assessment

- Week Commencing 26 August 2024



Council Interviews

- Week Commencing 9 September 2024 (TBC)

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



Application for Assessment, Shortlisting and Interviews

Leading Roles and the Council will determine a shortlist of suitable applicants and will arrange interviews with the Council's interview panel, depending on applicant, Councillor and Council staff availability.

The Council may require their preferred applicants to undergo a psychometric assessment to assist in understanding the candidate's fit for the role and organisation, working preferences and attributes. Following the selection of a preferred applicant the Council will require further checks including reference checks, criminal history checks and financial checks and, if required, 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 the 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. It will not be given to any other person or agency unless you have given us permission, or we are required by law.



Your Executive Recruitment Team

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



MARK OGSTON, CHIEF EXECUTIVE

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

☎ 0407 674 412

✉ mark.ogston@leadingroles.com.au



BELINDA WALKER, EXECUTIVE TALENT CONSULTANT

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

☎ 0411 449 447

✉ belinda.walker@leadingroles.com.au

A large banner image featuring a scenic sunset over a body of water with reeds in the foreground. The sun is low on the horizon, creating a bright reflection on the water. In the background, there is a wooden walkway or bridge structure. The sky is filled with soft, colorful clouds.

 **Leading Roles**
People ▶ Performance ▶ Partners

APPLY NOW AT WWW.LEADINGROLES.COM.AU

