

# CANDIDATE BRIEFING DOCUMENT

## Director City Corporate

## AUGUST 2023



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# Introduction to City of Prospect

In 1836, Prospect was officially named. The name Prospect was chosen due to the beautiful 'prospect' the locality presented. It was described as "...being well timbered, with waving gum and shady trees...". Nowadays, City of Prospect is an inner urban community of approximately 21,000 residents, located immediately north of the City of Adelaide.

City of Prospect includes all or parts of the suburbs of Collinswood, Medindie Gardens, Fitzroy, Prospect, Ovingham, Thorngate, Broadview, Nailsworth, and Sefton Park.

The predominant housing styles of the area are traditional bungalows and villas, town houses, and units.

Early councils invested generously in recreational facilities, creating a tradition that continues to this very day. The Prospect community benefits from quality parks, playgrounds and recreational facilities, which include the Prospect and Broadview ovals, St Helens Park, Prospect Estate Park and the recently upgraded Memorial Gardens play area. There are also lots of smaller reserves and playgrounds nestled amongst the streets.

City of Prospect still provides a wide range of services which enhance the quality of life for residents and builds a strong sense of community. These include significant tree planting and streetscaping, community bus service, aged care service, youth programs, community arts program based at the Newmarch Gallery and our innovative library service.

## TODAY

The City of Prospect is a vibrant inner urban community located immediately north of the City of Adelaide. It is an iconic Council noted for attracting record levels of business and property investment in recent years whilst delivering a wide portfolio of services which enhance the quality of life for residents who possess a strong sense of community spirit and pride.

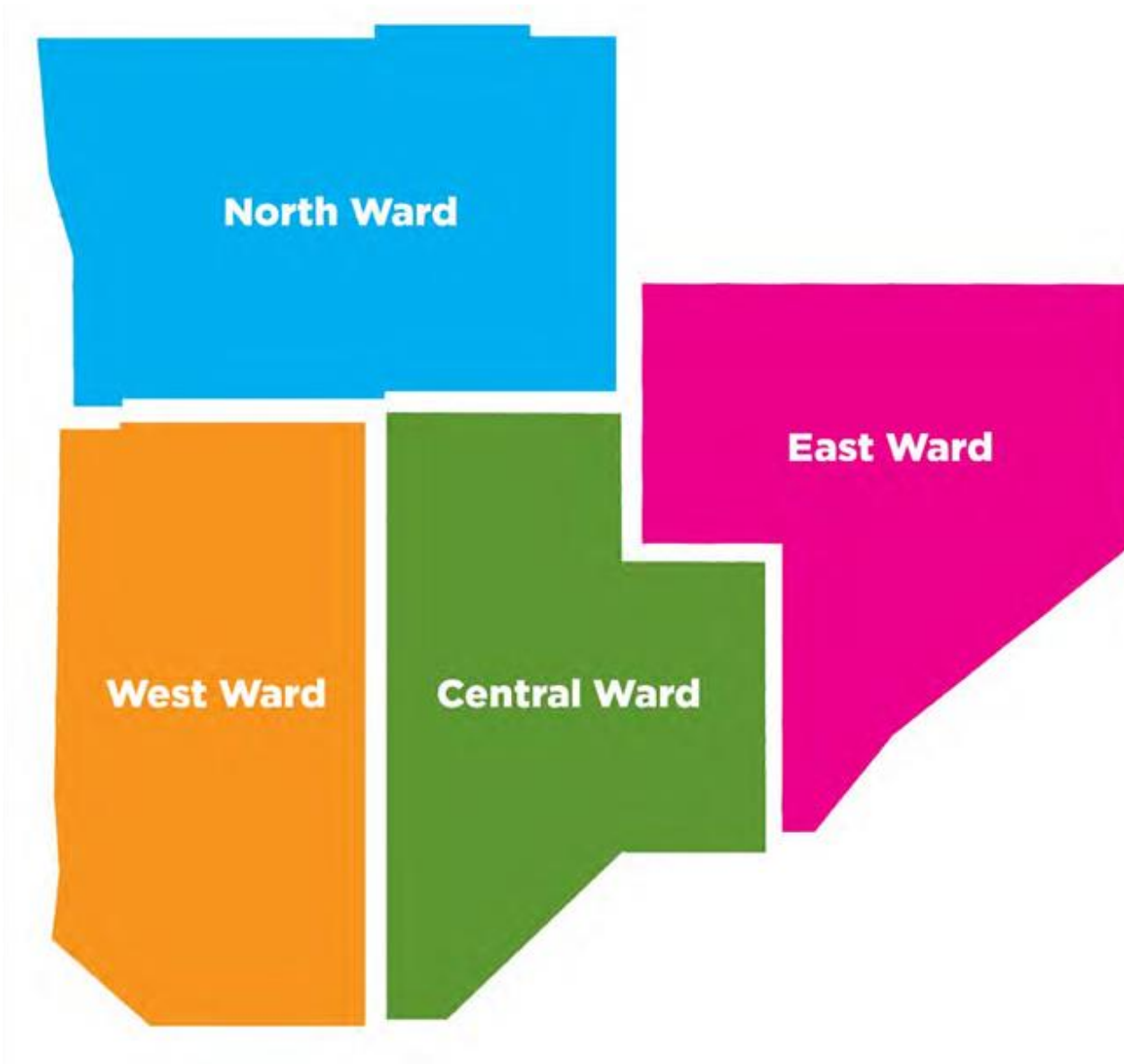
Having recently adopted its Strategic Management Plan (Community Plan) 'Towards 2040' and with the appointment of the Chief Executive Officer (CEO) Mr Chris White in 2021, it is an exciting time to be joining the Council.

'Towards 2040', is putting the community at its heart and building on the organisation's positive trajectory and accomplishments. The Plan reflects a city cognisant of its past but confidently embracing the future. It positions the Council as one which has an appetite for global insights and knowledge but cherishes and appreciates the community feel through locally connected neighbourhoods and shared desires and passions.

In response to this vision, Council has progressed a significant restructure to better align its strategy development and service delivery functions to this vision. As such, an exciting opportunity now exists for a capable leader to take the next step in their career with the City of Prospect.

The City seeks an inspiring, innovative and energetic leader to express their interest for the exciting role of Director City Corporate within the Executive Leadership Team. Reporting directly to the CEO, this role will be instrumental in shaping the future strategic direction of the City of Prospect and delivering better outcomes for our community.

## Council Boundaries



**North Ward** – Prospect

**East Ward** – Nailsworth, Collinswood, Broadview, Sefton Park

**Central Ward** – Prospect, Nailsworth, Thorngate, Medindie Gardens

**West Ward** – Fitzroy, Ovingham, Prospect

## Your Council Members

### Mayor

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**Mayor Matt Larwood**

0458 019 994

[matt.larwood@prospect.sa.gov.au](mailto:matt.larwood@prospect.sa.gov.au)

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### North Ward

**Cr Thuy Nguyen**

0413 499 109

[thuy.nguyen@prospect.sa.gov.au](mailto:thuy.nguyen@prospect.sa.gov.au)



**Cr Jason Nelson**

0409 875 499

[jason.nelson@prospect.sa.gov.au](mailto:jason.nelson@prospect.sa.gov.au)



### Central Ward



**Cr Mark Groote**

0401 717 491

[mark.groote@prospect.sa.gov.au](mailto:mark.groote@prospect.sa.gov.au)



**Cr Alison De Backer**

0423 114 170

[alison.debacker@prospect.sa.gov.au](mailto:alison.debacker@prospect.sa.gov.au)

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### West Ward

**Cr Kristina Barnett**

0408 822 923

[kristina.barnett@prospect.sa.gov.au](mailto:kristina.barnett@prospect.sa.gov.au)



**Cr Trinh Nguyen**

0422 755 995

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### East Ward



**Cr Lillian Hollitt**

0411 556 471

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**Cr Mark Standen**

0408 826 151

[mark.standen@prospect.sa.gov.au](mailto:mark.standen@prospect.sa.gov.au)

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## Message from the CEO



The City of Prospect is not your average Council. With around 21,000 residents and 86 FTE staff, we are one of the smaller councils in metropolitan Adelaide. Yet, this gives us a level of agility that is uncommon in the sector, and requires our staff to constantly innovate, collaborate, and adapt to deliver for our vibrant and passionate community.

We are guided by a passionate, engaged, committed group of nine Elected Members, who have established an ambitious and visionary Community Plan – **Towards 2040**. This strategic vision is strongly supported by our community and sets some genuinely aspirational goals that imagine a city on the cutting edge of metropolitan Adelaide.

To pursue this vision, we will need a strong executive leadership team who is ready to take on the challenge of pursuing challenging stretch goals. In this, you will have the full support of myself, our fantastic and dedicated staff, and our chamber – but if you are not ready for a challenge, you may want to look elsewhere.

However, if you are up for it, this executive role presents a genuine opportunity for you to build a case for yourself as a future senior leader at the highest levels of the public or private sector. As but one example, we are already the first council in the state to successfully facilitate unsupervised after-hours access to our award-winning library – and you could be a part of a council who becomes one the first to achieve a treaty with traditional first nations owners. As I said, the City of Prospect is not your average council, and a senior role here will give you an opportunity to add something special to your resume and set yourself apart from your peers.

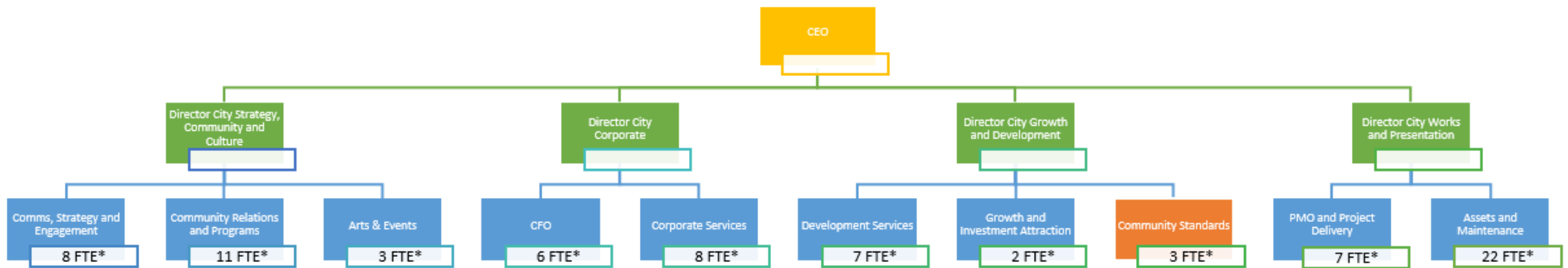
Of course, I'm looking for a professional who is at the leading edge of their field - but I rate behaviours, attitude, commitment, and ethics above traditional "experience". You'll need to know how to do your job and manage a very tight budget – but your leadership skills, and your ability to earn and retain the trust of our members and community, are every bit as, if not more, important to me.

Does this sound like you? If so, here's your chance to take a step forward and join a small but exciting team in changing our amazing City!

**Chris White**  
CEO

# Organisation Chart

## Executive and Managers (Leadership)



KEY	
<span style="color: green;">■</span> - Director	<span style="color: blue;">■</span> - Manager
<span style="color: orange;">■</span> - Team Leader / Senior Officer	

(\*) Estimate only – Includes some contractor positions, and some externally funded positions employed under temporary contracts./

## The Advertised Role

### Director City Corporate

- Join a fresh, dynamic leadership team
- Embracing history, heritage & the future

The City of Prospect is a vibrant inner urban community of approximately 21,000 residents, located immediately north of the City of Adelaide. It is an iconic Council noted for attracting record levels of business and property investment in recent years, and delivering services of a quality that rivals or exceeds the best that the Adelaide metro has to offer.

Council hires with a focus on behaviours and attitude as the priority. With this in mind, the Council is in search of a motivated, capable, and well-rounded leader to take the reins of an established and high-performing corporate team. Reporting to the CEO, you will above all demonstrate strong leadership qualities, and a capacity to lead people in a way that brings out their best - leading transformational change, and embedding a culture where innovation is nurtured and supported, and where employees feel empowered and motivated.

As the successful candidate, you will also demonstrate extensive experience in a corporate environment, and proven project management and business planning/reporting skills. You will have the financial acumen to consider and respond to budgetary implications for both the department and the Council at large and support your finance team to position the organisation to meet financial challenges.

Your career history will include demonstrated leadership in managing a complex portfolio and team with diverse skills and responsibilities across a range of corporate functions, as well as a proven ability in leading, motivating and developing people through the creation of a high performing, responsible and accountable culture.

Essential to the role are highly developed project management skills, demonstrated commitment to internal and external customers, and a capacity for strategic thinking. The proven ability to analyse operational systems and processes to support continuous improvement and drive innovation will also be highly regarded.

A tertiary qualification in law, finance, commerce, business and/or a relevant discipline is essential, and post graduate studies in a relevant discipline will be highly regarded. Your capacity to demonstrate exemplary professional integrity and excellent interpersonal skills will also be a critical success factor in your successful integration into this high-performing business and staff body.

For full details of the Position Description and Candidate Briefing Document visit [www.vuca.com.au](http://www.vuca.com.au) and click on the Executive & Director Search. For further enquiries, contact VUCA Senior Associate, Ms Patricia Williams on 0438 388 530 for a confidential discussion during business hours. **Please forward your letter of application and CV in MS Word format to [dccs@vuca.com.au](mailto:dccs@vuca.com.au) by COB Friday 8 September 2023.**



## Position Description - Director City Corporate

<b>Directorate:</b>	City Corporate	<b>Department:</b>	City Corporate
<b>Position Grade:</b>	Director	<b>Reports to:</b>	Chief Executive Officer
<b>Date:</b>	December 2022	<b>Conditions:</b>	1.0 FTE - Permanent

### Organisation purpose:

The City of Prospect forms part of the iconic inner heritage suburbs of Adelaide and is known as one of South Australia's most innovative and progressive councils. The City spans approximately 778 hectares, has a population of around 21,500 people.

The City of Prospect Strategic Plan, ***Towards 2040***, seeks to put the community at the centre of all we do as a business. Through its six strategic focus areas consisting of *Connected and Caring*, *Active and Engaged*, *Proud of our Past, Excited by our Future*, *Inclusive and Diverse*, *Creative and Innovative*, and *Responsible and Sustainable*, ***Towards 2040*** offers a bold vision for the City that is compelling, ambitious and exciting.



### Position purpose:

This position is an integral part of the Executive Leadership Team which provides clarity of direction, effective service support, advice and guidance to Elected Members, assisting the Chief Executive Officer in Leadership and management of a multi-disciplinary business aligning the strategic management plan for and of resources to sustain, improve City of Prospect. Actively work with other members of the Executive Leadership Team to provide a confident and cohesive approach to organisational issues in particular in the areas of Financial Management, Information Management, Information Technologies, Governance, Customer Relations and Organisational Development (Human Resource), Risk Management and Organisational Health and Safety.

The purpose of the Director of Corporate Services is to provide responsible, efficient and effective leadership and management of the above areas to achieve the delivery of Council's Strategic Directions.

This position is responsible for the provision of governance support to the Elected Members and administrative support to all other Council's service departments.

### Key accountabilities and responsibilities:

#### EXECUTIVE MANAGEMENT

- ▶ Provide support and advice to Elected Members and work with CEO to develop, analyse, determine and implement strategies which will enable Council's function and responsibilities to be fulfilled.
- ▶ Contribute to the development of the corporate strategic planning process within Council

- ▶ Ensure the development of Business Plan for service delivery that reflects the strategic direction of Councils commitment to the Customer Service.
- ▶ Contribute to the maintenance of a healthy and sound governance environment across the organisation
- ▶ Manage the finance and assets of the Directorate in accordance with approved delegation and budgets

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *Illustrate the right advice at the right time (right thing at the right time) Determining key issues reporting to Councils and providing solutions (pro-active mindset)*
- *Contribution based, outcome focused and results orientated (effective leadership with qualitative deliverables)*
- *Match work outcomes to strategic actions as reported via MES reporting system*
- *Level of complaints/criticism of and with the organisation*
- *Overall image and reputation of Council*
- *Illustrate strong finance and asset control aligned to annual budget criteria*

#### **COMMUNITY & COUNCIL**

- ▶ Provide support and advice to Elected Members and work with CEO to develop, analyse, determine and implement strategies which will enable Council's function and responsibilities to be fulfilled
- ▶ Establish excellent relationships with Elected Members enabling the necessary guidance and advice achieve quality outcomes in their decision making processes
- ▶ Develop the necessary relationship with external corporations and Government departments to achieve effective results
- ▶ Deliver relevant services to the Community in an effective manner

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *Demonstrate a balance of informal and formal communication activities, building trust results*
- *Participation in appropriate forums, networks and clusters to gain the level of industry recognition and profile*
- *Quality of customer service and community engagement*

#### **CORPORATE PLANNING**

- ▶ Contribute to the development, monitoring and review of Council's Strategic Plan, and annual Operational Plan
- ▶ Contribute to the establishment of a comprehensive compliance framework that ensures the Council meets legal and policy requirements.
- ▶ Identification of the need for, and contribution to, business transformation programs

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *On time delivery of high quality planning and reporting documents required under legislation and Council policy*
- *On time and accurate delivery of all financial reporting required under legislation and Council policy*
- *Establish control measures for management of legal compliance requirements*

### **PEOPLE MANAGEMENT**

- ▶ Establish and maintain an appropriate organisational structure to meet the future demands of the organisation and ensure there is the correct balance of staff to meet the needs of the organisation
- ▶ Ensure there are policy and procedural systems to minimise staff issues at the workplace (e.g. grievances, safety, bullying, worker's compensation claims etc)
- ▶ Ensure there are policy and procedural systems to minimise staff issues at the workplace (e.g. grievances, safety, bullying, worker's compensation claims etc)

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *Illustrate evidence of action concerning organisational structure, succession planning and workflow reviews*
- *Demonstrate evidence of recruitment preparation, succession planning and staff training and development planning*
- *Illustration of decrease in incidents and claims, plus an overall sense of staff satisfaction*

### **FINANCIAL MANAGEMENT**

- ▶ Oversee the overall Corporate financial and assist with asset management of the organisation in accordance with approved delegations and budget
- ▶ Ensure finance systems and processes meet unqualified audit opinion
- ▶ Ensure sound financial planning and commercial management practices through budgeting and other financial controls measures

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *Achieve budget (revised budget approved by Council) within the range +/- 1% of total revenue base (operating revenue plus capital grants):*
  - *Cash budget;*
  - *Better than budgeted operating result achieved; and Final Audited Operating result.*
- *Key Financial Performance per ABP indicators are met*
- *Internal customer satisfaction levels with systems and financial information provided to facilitate decision making*

### **GOVERNANCE AND ADMINISTRATION**

- ▶ Develop and maintain policy procedural frameworks for Council. Maintain the Delegations Register.
- ▶ Facilitate the process to enable Council to review and update its strategic /business plan

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *Policies, procedure and delegations regularly reviewed and updated*
- *Relevance of Strategic and Business plans*

**ORGANISATIONAL WORK HEALTH AND SAFETY:**

- ▶ Oversee the implementation and management of Councils WHS policy, procedures and programs including training and the identification of workplace risk control
- ▶ Ensure people managers take the responsibility for the control of workplace risk and implementation of maintenance procedures to ensure workplace safety in their areas of responsibility.

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *Evidence of compliance levels with WHS policies and procedures*
- *Injury rates, actual versus target*
- *Progress of proactive safety related programs.*
- *Reducing Workers Compensation claims and costs.*
- *LGAWCS audit results*
- *Timely identification and rectification of workplace risk*

**RISK MANAGEMENT:**

- ▶ Responsible for the leadership, innovation, governance, and management necessary to identify, evaluate, mitigate, and monitor Council's operational and strategic risk.
- ▶ Develop Council's Risk Management Strategy, tools, practices, and policies to analyse and report risks, and to manage risks according to a risk management framework.
- ▶ Oversee the implementation and management of Councils Risk Management Policy and Risk Management Program
- ▶ Comply with Councils Risk Management Policy and Risk Management Program
- ▶ Understand the principles of risk management and the application to property and liability
- ▶ Ensure that people managers demonstrate principles of risk management are being undertaken
- ▶ Ensures the organisation's risk management policies and strategies are in compliance with applicable laws and regulations.

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *Timely identification and rectification of risk assessment with Councils operations*
- *Ensure the correct policies and procedures for internal rehabilitation programs are implemented and compliant with WHS standards*

**INFORMATION MANAGEMENT / INFORMATION MANAGEMENT**

- ▶ Ensure Council is meeting requirements specified under the State Records Act 1997 as demonstrated through State Records Assessment results.
- ▶ Implement IT governance structures and IT strategies to promote the variety of services and information provided by IT Services
- ▶ Ensure that business process solutions are 'fit for purpose'

*In undertaking the above-mentioned duties and responsibilities, the position will meet the following Work Standard:*

- *Records are managed in a compliant manner.*
- *Strategies are clear, well presented and delivered within timeframes allocated;*

#### **Decisions made in the position:**

- Strategic direction for the directorate
- Decisions within delegation for financial management and people
- Allocation of resources to achieve strategic outcomes within directorate
- People, performance and achievement management (except for final decisions – see below)

#### **Decisions referred:**

- Final people management decisions, i.e. new appointments, dismissal, restructures, salary progress
- Expenditure in excess of delegation
- New initiatives and policy changes

#### **Key issues/challenges:**

- Managing in a constantly changing and political environment
- Achieving strategic outcomes within an environment of contracting resources and competing priorities
- Ensuring delivery within strict deadlines whilst managing additional complex projects
- Supporting and nurturing city growth and diversity, balancing development quality against volume

#### **Key working relationships:**

##### **Internal**

- Chief Executive Officer
- Executive and Management Team
- All staff
- Mayor and Elected Members
- Council Assessment Panel members

##### **External**

- Community
- First Nations stakeholders (in particular, the Kurna people of the Adelaide and Adelaide Plains region)
- Government Agencies
- Developers
- Business owners/proprietors
- Landowners
- Investors
- Local Gov't Agencies (LGA, ERA, GAROC, EHA etc)
- Various professional consultants
- Auditors

**WHS Accountabilities and Responsibilities**

This role is considered as an “Officer” under the Work Health and Safety Act 2012 (SA) (WHS Act). An ‘Officer’ includes a person who makes or participates in making decisions that affect the whole or a substantial part of a public authority.

**‘Officers’ can be held personally responsible for contraventions of WHS laws. An ‘Officer’ has a duty to exercise due diligence to ensure a Person Conducting Business or Undertaking (PCBU) meets its health and safety obligations. This duty cannot be delegated and failure to comply is a criminal offence, which can carry severe penalties.**

As a Director, you will accordingly be responsible for ensuring your own health and safety, and that of the staff reporting through to you. You are also responsible for the health and safety of volunteers, contractors, and other persons under your direction/control, or who reside or work in spaces under your control or responsibility.

You are accordingly required to make yourself familiar with, and comply with, all relevant policies and procedures, as well as the key legislative, regulatory and other provisions applicable to Work Health and Safety Management at the City of Prospect. It is also your responsibility to remain current with your knowledge in this area, by participating in training as and when required. You must similarly ensure that those persons under your management are doing the same.

The City of Prospect takes safety very seriously. A failure to comply with Work Health and Safety requirements will be considered a fundamental breach of employment obligations.

## POSITION SPECIFICATION

*This section needs to be addressed in any application for this position.*

Addressing the essential and desirable selection criteria individually is highly recommended as it allows the selection committee to assess how you meet the criteria in a clear and concise way. Applicants who do not meet the essential criteria will not be considered.

### ESSENTIAL CRITERIA

#### Qualifications/Licences

- Relevant degree or tertiary qualification in an area focused on commerce, planning, development, architecture, or related discipline
- Current Driver's Licence

#### Experience

The position requires the application of management skills in a diverse organisation to establish corporate goals and objectives. The applicant must have:

- Management experience in providing leadership and strategic direction, preferably to a multi-disciplinary team, to enable the delivery of the strategic objectives of the organisation
- Demonstrated experience and knowledge in one or more of the areas of economic development, planning, land development, regulatory, health and/or building services
- Achievements in leading and facilitating project and change management initiatives
- Experience in the preparation and implementation of business plans and budgets and generating innovative approaches to more effectively deploy resources
- Understanding of the key planning and economic factors affecting metropolitan Adelaide

#### Knowledge and Skills

- Knowledge of Work Health and Safety practices, the principles of Equal Employment Opportunity, ethical practice and workplace diversity
- Knowledge of issues relating to town planning
- Knowledge of issues relating to economic development and investment attraction
- Knowledge of the Local Government Act, the Planning, Development and Infrastructure Act, and other relevant legislation
- Demonstrated ability to work in a politically sensitive environment
- Demonstrated ability to provide authoritative advice
- Demonstrated presentation/facilitation skills
- Demonstrated ability to interpret and implement relevant legislation and policies
- Capacity to perform significant work out-of-hours, including attendance at after-hours meetings and workshops

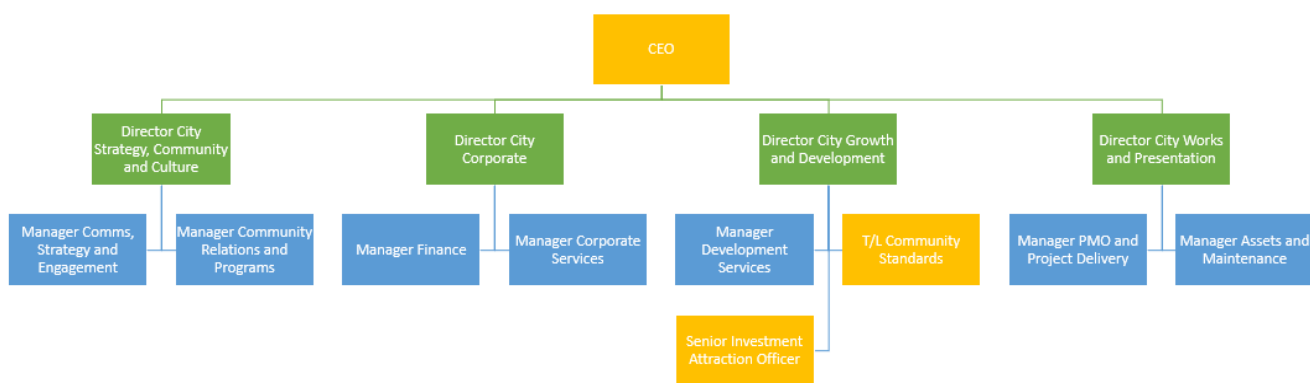
### DESIRABLE CRITERIA

#### Qualifications/Licences/Experience/Knowledge and Skills

- Relevant post graduate qualification
- Relevant management qualification
- Knowledge of key priorities, opportunities and challenges in the inner eastern region of Adelaide

*\*City of Prospect is an equal opportunity employer that celebrates diversity and welcomes applications from persons who identify as First Nations, Disabled, LGBTQI, and all other minority backgrounds (including all ages, religions, and ethnic, and cultural backgrounds).*

### ORGANISATIONAL STRUCTURE



### LEADERSHIP COMPETENCIES

#### Leadership Competency Framework – Directors

Competency	Safety Leadership	Managerial Leadership	Business Acumen	Strategic Development and Performance Accountability	Working Collaboratively
Capability, skills, knowledge and/or experience that typify these competencies	<ul style="list-style-type: none"> <li>• Creates a safe working environment which includes physical and psychological safety</li> <li>• Promotes and role models safety requirements for the organisation and exercises due diligence to ensure the organisation complies with legislative requirements</li> <li>• Ensures direct reports have the necessary knowledge, skills and experience to meet their safety responsibilities</li> <li>• Regularly communicates the importance of organisational safety culture across the department</li> </ul>	<ul style="list-style-type: none"> <li>• Creates departmental structure that enables the delivery of strategies</li> <li>• Empowers direct reports to deliver results and holds them accountable for the effectiveness of their managerial leadership</li> <li>• Leads and supports change across the organisation</li> <li>• Provides background, context and rationale in regards to decision making and judgement</li> <li>• Identifies opportunities to develop own leadership capability and supports development for direct reports</li> <li>• Personally demonstrates and holds workforce accountable for living our values and associated behaviours</li> </ul>	<ul style="list-style-type: none"> <li>• Challenges the appropriateness and timing of work, in light of organisational priorities</li> <li>• Considers and responds to political query and scrutiny and can influence political debate at a local, state and national level</li> <li>• Considers and responds to budgetary implications for the whole of department and positions the organisation to meet financial challenges</li> <li>• Analyse and leverage new markets, new ventures and alliances with high quality results</li> <li>• Considers and responds to relevant risks to ensure effective decision making</li> <li>• Responds in a timely manner to business challenges and challenges relating to meeting service delivery</li> </ul>	<ul style="list-style-type: none"> <li>• Supports the development of the organisation's strategic intent</li> <li>• Regularly and clearly communicate strategies to ensure a direct reports understand their role in relation to the bigger picture</li> <li>• Sets clear departmental goals and measures aligned to organisation's strategies and values</li> <li>• Identifies links between social trends, community concerns and organisational delivery and consider the impact on the delivery of the organisation's strategies</li> <li>• Develops direct reports' knowledge about the contribution of other areas to the organisation's strategic objectives</li> </ul>	<ul style="list-style-type: none"> <li>• Builds relationships across the local government industry and other political levels that seek to assist in the achievement of organisational objectives</li> <li>• Builds a climate of trust and respect by openly sharing information and expertise with others</li> <li>• Enables and encourages collaboration of the workforce across the department and wider organisation</li> <li>• Builds and maintains effective working relationships with CEO, Elected Members and internal stakeholders</li> <li>• Personally demonstrates and holds workforce accountable for customer service principles</li> <li>• Considers actions and outputs and how they impact other areas in the business and the wider community</li> </ul>



## **CORPORATE VALUES:**

### **OUR WORKPLACE CULTURE**

You will be able to demonstrate the ability to use City of Prospect's Corporate Values as an integral component of your position within the organisation.

It is expected that every action you take, as a representative of City of Prospect will be underpinned by a commitment and belief in our Corporate Values.

#### Specific requirements are:

#### **Respect**

We will all feel valued

Maintain confidentiality

Value, be empathetic to individuals' opinions, beliefs and unique situations

Listen to others with an open mind and acknowledge others opinions

Acknowledge time is valuable, be on time for meeting and strive to meet deadlines

Keep people informed of the status of things that impact on them

#### **Innovation**

We are a creative and dynamic organisation

Be creative and look at new ways to approach existing tasks

Simplify and streamline systems and procedures to achieve quality outcomes and service excellence

Be solution focussed and create new opportunities

Provide and encourage feedback and fairly evaluate ideas

Acknowledge problem solving and give individuals credit where it is due

#### **Teamwork**

Working together with a positive and supportive attitude

Encourage and support others

Share information

Be flexible in our approach to work

Take ownership of our mistakes and take action to seek resolution

Offer people support and ask for it if we need it

#### **Integrity**

An environment where people understand, respect and trust each other:

Do what we say we will

Take responsibility and accountability for our actions

Act honestly in all aspects of our work

Live our values

Give and receive feedback in a respectful, honest and tactful manner

#### **Commitment**

Deliver exceptional customer service:

Demonstrate full ownership of behaviours

Be dedicated to improving what we do

Be reliable and dependable by following through on promises

Acknowledge we have internal and external customers

Own my responsibilities

#### **Enjoyment**

People are happy and proud to work here:

Demonstrate that we are driven by positive, passionate and flexible attitudes

Have a sense of humour, be friendly and smile

Believe in what we do and foster it in others

Encourage relaxed discussions and share ideas

Acknowledge, celebrate and reward successes

# Living & Working in Adelaide, South Australia

Adelaide is one of the most liveable cities on the planet. It is well known for its arts festivals, fine foods and wine, retail and dining experience and spirit of entrepreneurship and innovation. It has an advanced economy, world class universities and a flourishing multicultural heritage. Adelaide is the traditional home of the Kurna people and has a strong indigenous culture today.

## LIFESTYLE

Adelaide is known for its **Mediterranean style climate**, where the weather is pleasant and moderate most of the year. Year-round big blue skies mean average winter temperatures of 16 degrees Celsius (°C) and 28°C in summer. Hot days can be real sizzlers and easily reach 40°C though!

Adelaide is a city that offers the physical and emotional space to breathe. There is a sense of freedom here – of expression, of movement, of thought. With a **diverse and eclectic array of accessible experiences**, it's a city that allows time for immersion, paired with a sense of space and freedom that actively encourages true indulgence.

The Adelaide Hills which are home to many villages, towns, wildlife parks and natural resources to explore, are less than half an hour drive from the City Centre. You'll never be far away from some of the most **pristine beaches** and water sanctuaries in the world, with almost 30km of beaches bordering Adelaide. Our beaches are famous for the beautiful waters and wide sandy foreshores. Beachside areas like Glenelg, Brighton and Henley Beach are only 15-minute drives from the City and offer **cosmopolitan hearts with retail and dining opportunities**. Within short drives from the city centre are Port Willunga where you can scuba dive in natural and man-made reefs, Port Adelaide where you can frolic with dolphins and St Kilda where you can wander the mangroves and natural reserves, also home to Dolphins and other Australian fauna.

A number of international measures rate metropolitan Adelaide highly for liveability, quality of life and cost of living. The Economic Intelligence Unit undertakes an annual Liveability Ranking and Overview of 140 cities around the world and Adelaide has in recent years consistently ranked 5th in the world. The Property

Council of Australia undertakes its own annual survey on liveability of Australia's top 10 biggest cities. In this survey Adelaide is ranked second only to Canberra, our nation's capital, and above all other capital cities. The Mercer Quality of Living Survey compares global cities and is primarily used to inform multi-national companies regarding optimal office locations and employee conditions. Adelaide was most recently listed as 29th in the World and has consistently ranked highly in this survey. Mercer's Cost of Living Report measures the comparative cost of over 100 items and Adelaide continues to outperform other Australian Capital Cities in this report

## REGIONAL EXPERIENCE:

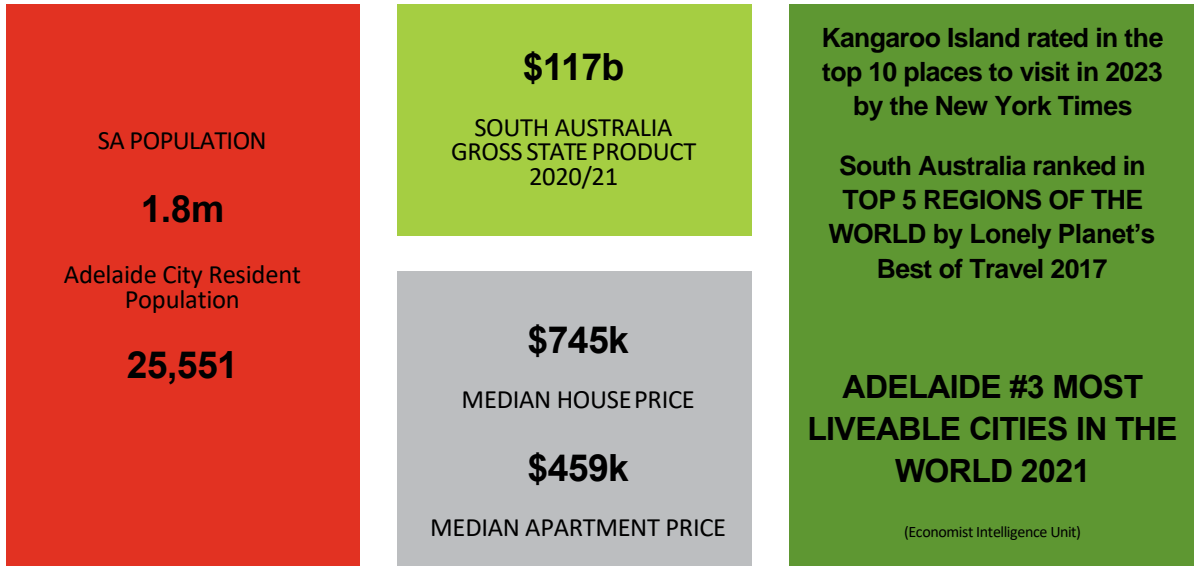
**The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.**

Adelaide is a city that lives well beyond its conveniently designed square mile epicentre, flowing seamlessly into world-famous wine and food regions such as Barossa, just an hour's drive north, or coastal escapes in the Fleurieu or Yorke Peninsula. You'll be spoilt for choice.

Travel another hour north and you'll reach the Clare Valley, which is famous for its Rieslings. The Adelaide Hills has some stunning whites and there's McLaren Vale and Langhorne Creek on the Fleurieu Peninsula – about an hour's drive south of the city. Drive yourself or join a guided tour of Adelaide and its surrounds - the choice is yours. Take a road trip and discover the reds from the Coonawarra on the Limestone Coast.

Kangaroo Island is an iconic destination, just two hours' drive and a short ferry ride south of Adelaide. It has pristine beaches, unique wildlife, awesome sunsets and fantastic food and wine.

# South Australia & Adelaide, Fast Facts



## One of the world's most liveable cities

Adelaide offers a relaxed, easy-going lifestyle, and is rated in the top 3 liveable cities in the world (Economist Intelligence Unit). It is located in a beautiful region of South Australia, which is also ranked in the top 5 of the world's regions.

## Australia's most affordable mainland capital

Your money will go much further in Adelaide. Studies show it costs 18% more to live in Melbourne and 30% more to live in Sydney than Adelaide. Adelaide is around 11% cheaper than Brisbane and Perth, meaning you will have more money to discover Australia during your weekends and holidays.



## Contact Information

For further enquiries and a confidential discussion regarding the Director City Corporate position, please contact VUCA Senior Associate, Patricia Williams on 0438 388 530 during business hours.

Applications including your current CV and letter of introduction are to be forwarded in MS Word format to [copdcc@vuca.com.au](mailto:copdcc@vuca.com.au).

**Applications close by COB Friday 8 September 2023.**

## Important Information

Please note that VUCA Trusted Advisors believes that while the information contained in this document is true to the best of the Company's knowledge at the time of writing, such information may change without notice. Further, the information herein is the property of the Company and must not be published or attributed unless explicitly agreed.