

Manager Organisational Development



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Manager Organisational Development

A message from the **General Manager**

I've been in the role of General Manager at Clarence Valley Council for two years and one of my main focus areas has been building relationships with the staff and the community.

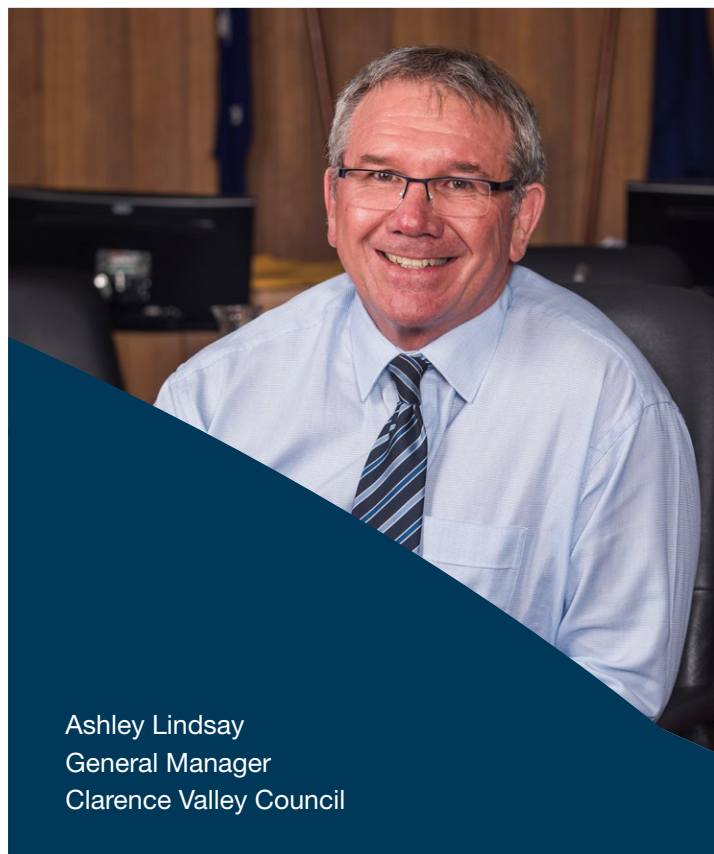
With the help of my Executive team we've been lifting ourselves above the operational grind and planning the strategic direction of the organisation. An important element in this is generating a positive influence, building trust and creating a customer focus across all areas of the business.

The Clarence Valley area is also going through a period of unprecedented infrastructure spend, including: the 155km Woolgoolga to Ballina Pacific Highway upgrade, new Grafton Bridge, Maclean supermarket, hospital upgrades, sewerage upgrades and new works depots; so much investment that we lost count at about \$6 billion. From Grafton to Yamba and everywhere in between, it's been a busy few years.

I haven't even mentioned the new Clarence Correctional Centre which has brought 1400 construction jobs and will employ 600 staff once it becomes operational in 2020. Add this to the Pacific Highway upgrade which will make the travel time to south east Queensland shorter (2hrs from Grafton) and there's significant economic change in store for the area and we're feeling positive about it.

The Manager Organisational Development provides leadership to a team that is focused on changing practice and culture to further the organisations growth and development. You will also be required to engage across the organisation to development and deliver the Integrated Planning & Reporting and implement the capability framework.

If this sounds like the organisation and the community you'd like to be part of, then I invite you to join our professional, proactive team and help create a Council that values its employees and delivers services to create a community of opportunity.



Ashley Lindsay
General Manager
Clarence Valley Council



Clarence Valley Snapshot

Located in the Northern Rivers of NSW, the Clarence Valley covers an area of 10,441 square kilometres. The major centres are Grafton, Maclean and Yamba.

We're about 570km north of Sydney and 240km south of Brisbane. In a broader regional context, you'll find Coffs Harbour 40 minutes to the south of Grafton and Byron Bay 90mins north of Maclean.

The Clarence River is our living link for our community of more than 50,000 people. It connects the rural localities and rugged mountain ranges in the west to Grafton City, onward to the hinterland villages and historic river towns of Ulmarra and Maclean to the coastal centres of Yamba and Iluka.

Grafton City is the economic hub of the Clarence Valley while Yamba is often described as 'what Byron used to be like'.



POPULATION

51,647

MEDIAN AGE

49 YRS



GROSS REGIONAL
PRODUCT

2.7 BILLION



EMPLOYED WITHIN THE
CLARENCE VALLEY

91%



VISITOR NIGHTS

2.3 MILLION



MAJOR URBAN CENTRES

**GRAFTON
MACLEAN
YAMBA**



*“All this and great
coffee, cafes and
restaurants too.”*

Living in the **Clarence**

Living in the Clarence is really all about the simple things in life, and showing our kids what that means. We're authentically friendly and engaging we like to say hello as we walk the dog even if we don't know each other. If groups are your thing, there are plenty you can join. Or you may just enjoy a chat over the back fence to your neighbour (yes we do that here), or sharing your surplus home grown vegies with the family down the street (because they keep you in free range eggs) – you see what we mean. Whichever way you look at it you're going to get the feeling that you belong to this special place – and that's because you do. All this and great coffee, cafes and restaurants too.

It is slower here but it doesn't mean missing out. You can pack more into your day because you're not dealing with city headaches like, traffic, parking, queuing up and long waiting lines. There's time for a surf, fishing, games with the kids or a leisurely walk with the dog... yep that's on a work day!

WANT TO KNOW MORE?

Checkout - myclarencevalley.com

Clarence Valley Council



General Manager
ASHLEY LINDSAY



NUMBER OF FULL-TIME
EQUIVALENT STAFF

512.47



Director Civil & Works
TROY ANDERSON



Director Corporate
& Governance
LAURA BLACK



Director Environment,
Planning & Community
DES SCHRODER

SAFE

We have a safety focused workplace culture to ensure the wellbeing of our staff and the community



TEAMWORK

We work together as one council towards shared goals and for the greater good of the community



RESPECT

We are inclusive, treat people with courtesy and fairness, and ensure each individual is valued and heard



OUR VALUES

STRIVE



INTEGRITY

We behave in a way that is honest, open, and transparent. We will take responsibility for our actions and strive for excellence



VALUE

We deliver services efficiently, effectively, and in an environmentally and financially sustainable manner.



ENGAGEMENT

We engage with our staff and community to inform our decision making, and create awareness of our activities

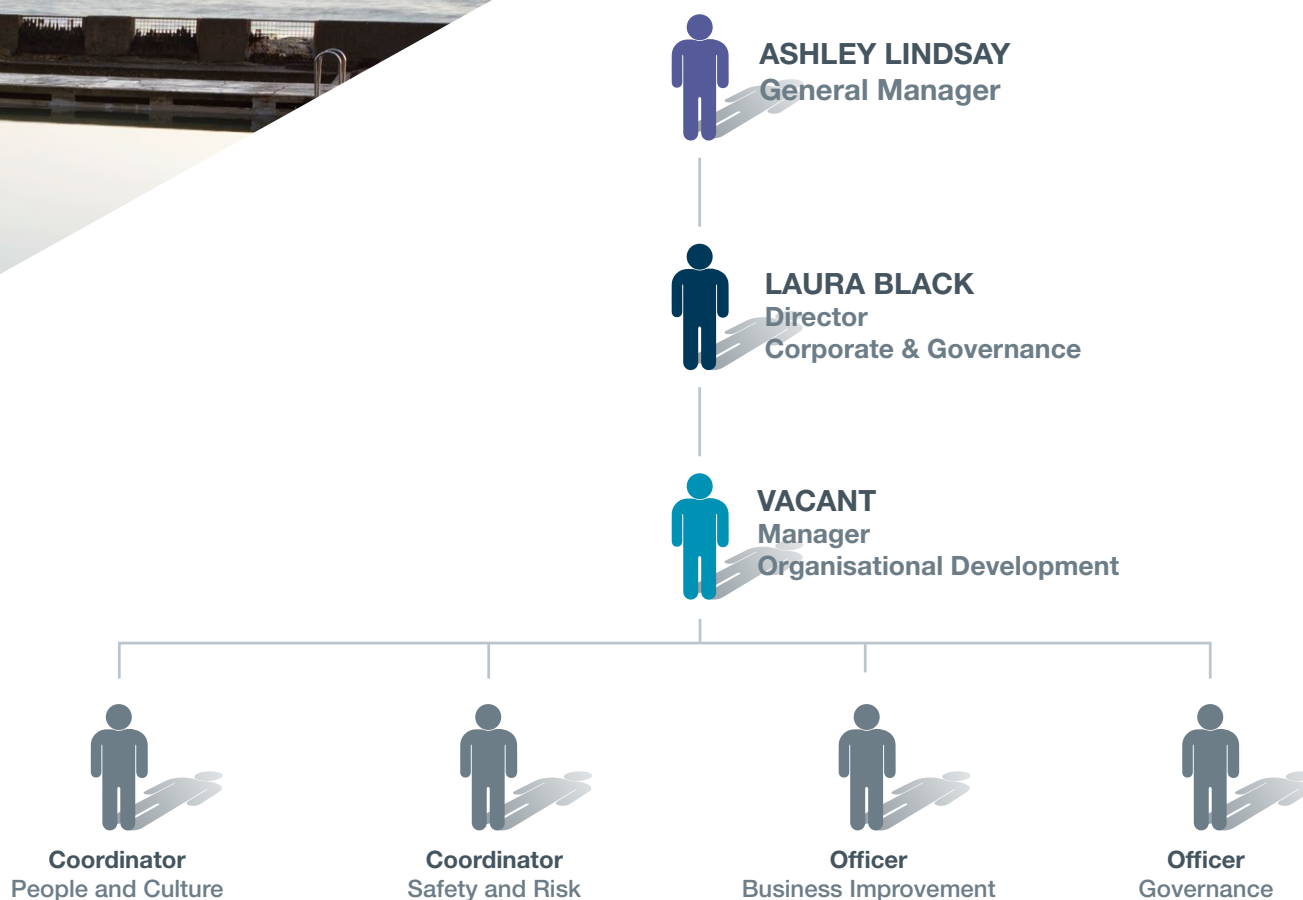
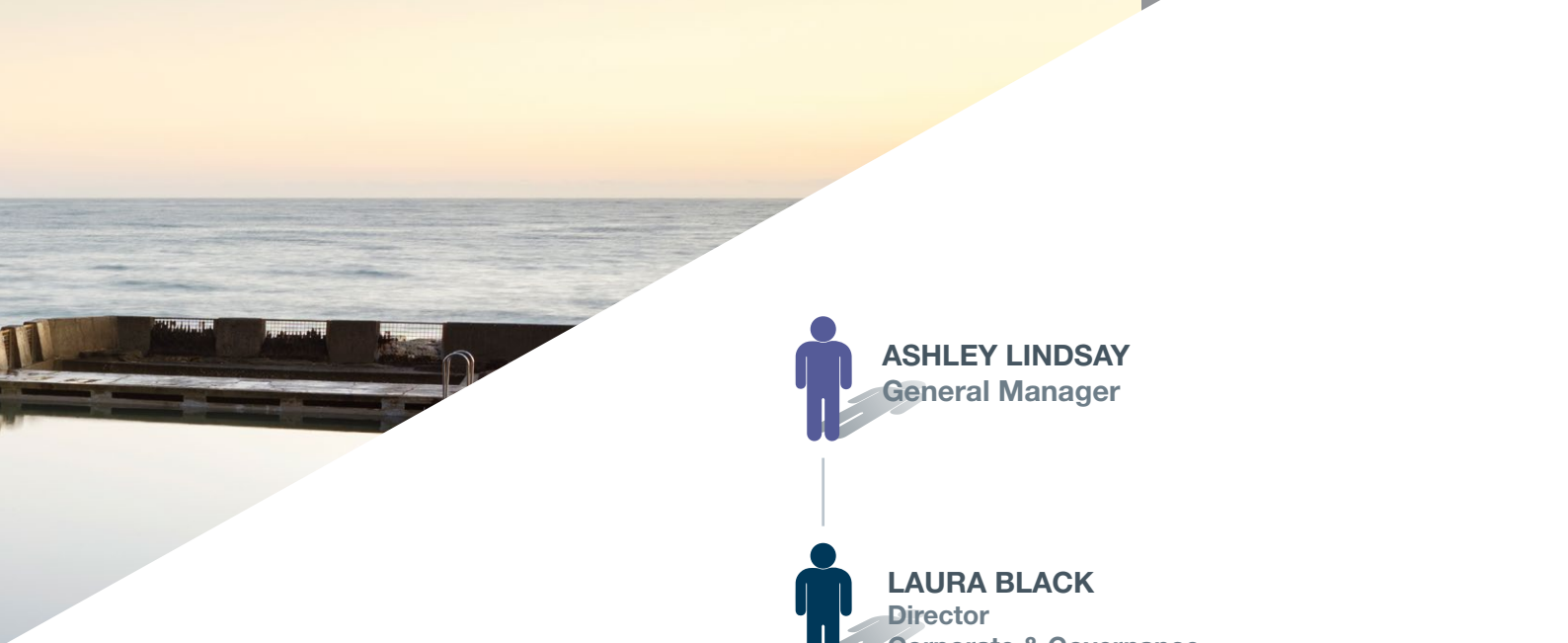




Making **the move**

Moving can be tough; there's schools to find, community connections, sporting groups to track down, maybe temporary accommodation and then the search for a home, plus your partner might be looking for work or the local playgroup.

*We live here so
we've got lots of
contacts and can
help you with the
connections. Just
give us a call to
chat about it.*



Primary purpose of the role

We are looking for a strategic manager to lead, drive, and coach a team to focus on changing practice and culture and underpinning organisational growth and development, engaging organisationally on development & delivery of Integrated Planning and Reporting, and implementation of the capability framework.

The role is integral to our strategic priorities of investing in our people and building a modern organisation through its key responsibility for designing, delivering and evaluating our implementation of new and innovative people management initiatives.

You will be challenged with influencing and persuading managers across all business areas to support, adopt and engage people management initiatives and reforms within an environment characterised by competing priorities and tight deadlines.

Critical to your success will be building relationships and influencing through credibility, as well as your ability to quickly develop a deep understanding of your client groups and the operating and regulatory framework they and the Council operate in.

To be successful in this role, you will possess:

- Tertiary qualifications in organisational development, human resource management, organisational change management or a related discipline and demonstrated ability to lead, work constructively with and create positive influence in dealing with senior management, managers, supervisors and all employees in creating a customer focused organisation that benefits from efficient and effective service delivery.

How to apply

Your application should be no more than 5 pages and include the following:

- A current résumé
- Two referee contact details
- Responses to the two (2) targeted questions below

Targeted questions

- Please describe a time where you have identified a need for change and the approach you took to implement the change? How did you influence the change and what was the outcome?
- Using an example, please describe how you have lead, shaped and motivated a high performing team/s. What do you consider to be critical elements of your success? In addition, how might you apply this to leading dispersed teams across locations?

Got questions?

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