

DRC Recruitment Information Package



We are **DRC** |  DUBBO
REGIONAL
COUNCIL
Creating community for today & tomorrow



THE DUBBO REGION

LIVING IN OUR REGION

Living in the Dubbo Region has a city offering rivalling any metropolitan city or if it's a tree change than the picturesque valley of Wellington and the surrounding villages offer stunning rural vistas within easy reach of modern conveniences.

The region is home to high quality education network from early childhood, public, private and independent schools through to tertiary institutions.

Dubbo and Wellington offer a healthy dose of retail therapy from major retailers to boutique stores, while the café culture has barista's leading current coffee trends.

Browse the Regions New Resident Guide to find out more on what life is like in a regionalcentre such as Dubbo:

<https://dubbo.com.au/live/new-resident-enquiry#true-1>

OUR REGION'S ECONOMY

Dubbo Regional Council (DRC) is a dynamic and vibrant regional centre servicing a population of over 53,000 people

The region is supported by quality infrastructure, diverse industry and significant growth opportunities. Its economic strength lies heavily in the diversity of industries that support a service centre for an area approximately one third of NSW.

To discover more on the region's economic drivers, workforce, exports and more please view Dubbo Regional Councils latest investment prospectus:

<https://dubbo.com.au/business#true-3>



BALANCED



EQUIPPED



CONNECTED



PROGRESSIVE

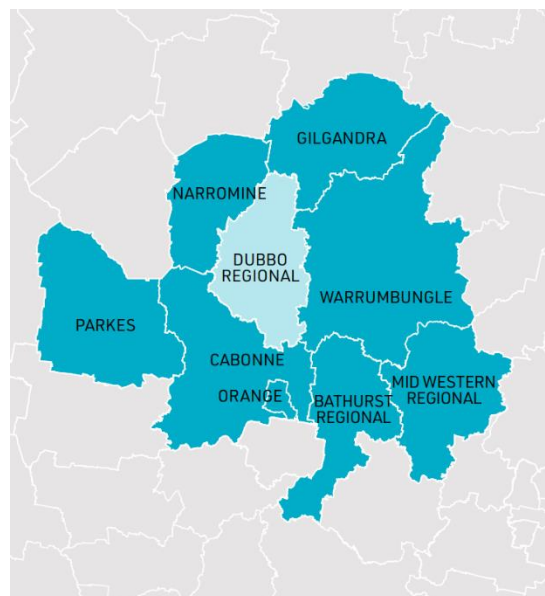


OUR COUNCIL

The Dubbo Regional Local Government Area was proclaimed by the NSW Government on 12 May 2016 following the amalgamation of Dubbo City and Wellington councils. The region is spread over 7,900 square kilometres in the heart of Western NSW. Council is responsible for assets valued at \$3.2 billion and an annual operating budget of some \$240 million.

Council has adopted The 2040 Community Strategic Plan for the Dubbo Regional Council Local Government Area, which outlines aspirations and visions as overarching strategic outcomes to be achieved by 2040.

We are a large Regional Council that employs over 600 staff.





CEO'S MESSAGE

Dubbo Regional Council is a unique organisation in that a variety of industries work together to provide the services and facilities we offer our community. We are a large Regional Council that employs over 600 staff members across a large geographical area. Our organisation's values have recently been developed as we aim to continue to be progressive, sustainable, work as one team and always act with integrity.

As an employee of Dubbo Regional Council, you are an ambassador for our region and for the organisation and it is important to me that you conduct yourself in a manner that will hold both our region and the Council in a positive way.

I hope that if you are new to the area, you would take the opportunity to enjoy the facilities, events and services that Dubbo Regional Council provides. If you are already a resident of Dubbo City, then I encourage you to continue to support these services.

If you would be joining Dubbo Regional Council from private industry, you will notice throughout your employment that there are some differences in the way that Dubbo Regional Council operates as a business and there are influences that determine the strategic direction and the decisions that are made. However, our commitment will always be to the community

Michael McMahon



OUR VISION, PURPOSE AND VALUES



OUR VISION

Creating Community
for today and tomorrow

OUR PURPOSE

Lead, Connect, Deliver

OUR VALUES

PROGRESSIVE

BE CURIOUS, COURAGEOUS AND COMMITTED

- Challenging the status quo
- Finding better ways
- Seeking change and innovation

SUSTAINABLE

BALANCED APPROACH TO GROWTH
AND OPPORTUNITY

- Financially sound
- Social equity
- Conscientious leadership and governance
- Environmentally responsible

ONE TEAM

WORKING TOGETHER

- We take care of each other and ourselves
- Partnering to deliver better outcomes
- Fostering positive experience
- Investing in people

INTEGRITY

ACCOUNTABLE FOR OUR ACTIONS

- Valuing and acknowledging our cultures
- Leading by example
- Open and ethical practices
- Upholding our commitments

COUNCIL VALUES

Dubbo Regional Council's vision, purpose and values are the principles and standards that define what is right, worthwhile and acceptable.

Dubbo Regional Council's Vision is Creating Community for Today and Tomorrow.

Our purpose as a Council is to Lead, Connect and Deliver.

Our values sit at the heart of Dubbo Regional Council. Describing what is important and core to our functioning.





WHY DUBBO REGIONAL COUNCIL?

WE ARE DRC

Our staff have also expressed how they feel working at DRC, highlighting some of the reasons they think working with us is a positive experience and what makes them stay:

BALANCED

Being a regional Council, we are not only able to develop our careers but also ourselves by spending true quality time with our families and on our interests. DRC understand our lives outside of the workplace and offer flexibility to help support us.

DRC prides itself on having a family-focus and has flexible working arrangements including:

- Flexible workplace arrangements - a variety of work options available to assist employees with their work/life balance,

- 19 day month and rostered day off - employees have the option to enter into an agreement to have a rostered day off,
- Fitness Passport Program - access to a fitness program for employees to assist and improve their wellbeing, and
- Employee Assistance Program - a confidential counselling service available to employees and their immediate family.

The quality of life our community enjoys comprises of a number of interconnected components. Our quality of life and the liveability of our community is underpinned by a number of key elements that include access to health care, education, community protection, recreation and open space areas and an understanding of our part in terms of Aboriginal and European heritage, public health and safety, and the sustainable enjoyment of our natural environment.





EQUIPPED

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CONNECTED

As our attention is on our communities, we get to see the efforts of our work and the impact we can make. Working for our Council, you get to see how broad and wide your reach can be.

Here at DRC, we pride ourselves on being community-focused, doing good for the community and not just focusing on typical council roles, roads and rates.

We have a strong focus on the arts, sport, and we have a desire to be change-makers in the Dubbo region. We are connected to our community, and see what difference we are making for people.

PROGRESSIVE

We enjoy the diversity of the work we perform and the connection it gives us to the community. We are provided with the opportunity to develop ourselves both professionally and personally. Our focus is on providing positive experience for our customers, which in turn leads to positive experiences for us.

DRC has competitive and attractive salaries, with plenty of diversity in our roles. We welcome new ideas, upskilling, and jump at the chance to take on a new challenge. There is stability and security in employment. With regular performance appraisals, staff can track their career progress and clearly identify when they are eligible for pay increases and work opportunities. DRC staff say they are able learn and grow, with advice from leaders and mentors enhancing their work life at DRC.





DID YOU KNOW DRC OFFERS SALARY PACKAGING?

There are a variety of Salary Packaging available to staff including:

- Superannuation;
- Rainbow Cottage Childcare;
- Professional Memberships;
- Excess Long Service Leave to Superannuation;
- Uniforms
- Novated Vehicle Leasing;
- Remote Area Housing Assistance;
- Work Related Self Education Expenses
- Portable Notebook or Laptop computer
- Airline Lounge Memberships;
- Disability/Income Protection Insurance
- Tools of Trade





THE RECRUITMENT PROCESS

HOW TO APPLY FOR THE POSITION

After preparing appropriate information, please lodge a formal application online at <https://www.dubbo.nsw.gov.au/about-council/work-at-council/council-jobs>

To complete your application you will need:

- A cover letter (optional);
- responses to role-specific on-line questions; and
- a detailed up to date CV.

When responding to role-specific questions, it is essential you provide an illustration of how you meet the requirement of the question—it is not sufficient to merely indicate what you have done – we are more interested in “how” you have demonstrated these requirements. Some of the questions may have word limitations.

Please ensure that academic qualifications are outlined, detailing the precise award, where obtained and on what date.

SHORTLISTING AND INTERVIEWS

DRC will review all applications received and to establish a short list of applicants who will be invited to attend an interview.





CONTACT

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