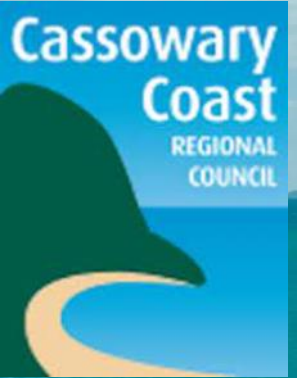


Manager Asset Engineering

Cassowary Coast Regional Council

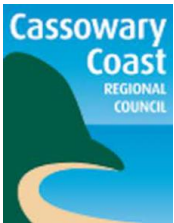




Manager Asset Engineering

Cassowary Coast Regional Council





Cassowary Coast Regional Council was formed on 15 March 2008 with the amalgamation of Cardwell and Johnstone shires. The Cassowary Coast region has: an area of 4,702 square km; a population that sits at about 30,000 and a mix of town, rural and coastal communities. Council is led by a mayor and six councilors.

OUR VISION

We aspire to provide great experiences, deliver value and create a sustainable future for our community. Delivering outcomes that embrace value in everything we do is fundamental to a vibrant and prosperous community that ‘loves the place we live’ and is summed up in our vision statement - ‘One Coast: Cassowary Coast’.

OUR MISSION

We are committed to delivering great service and value, economic growth, opportunity, prosperity and a relaxed lifestyle.

OUR CORE VALUES

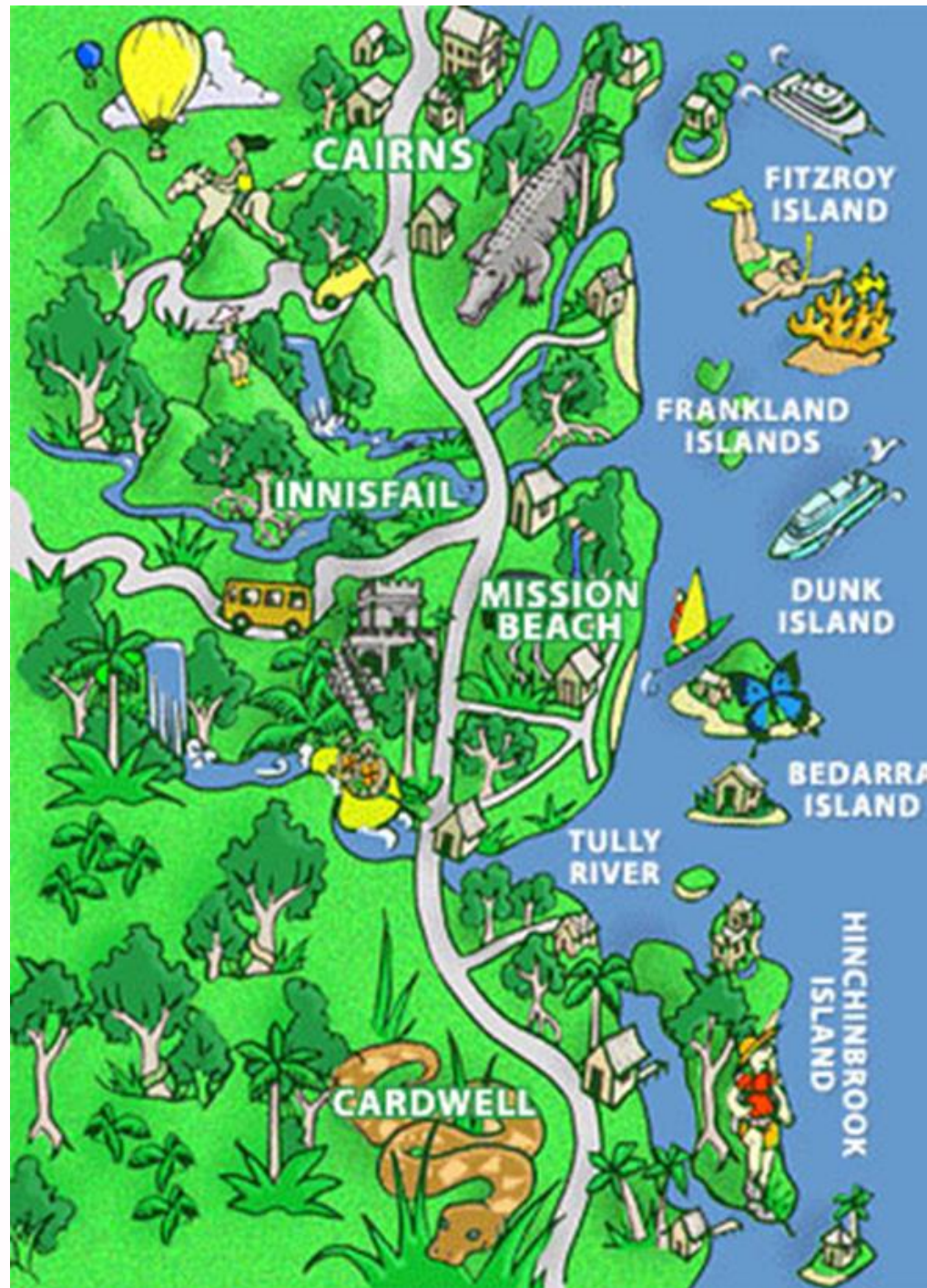
At Council, we are committed to working as one to realise our vision of ‘One Coast: Cassowary Coast’ to ensure great experiences, deliver value and create a sustainable future for our community. Everything we do is underpinned by three core values:

OUR CORE VALUES ARE:

RESPECT		INTEGRITY		COURAGE	
We DO what we say through our CORE VALUES , and we DEMONSTRATE this through each of our KEY COMMITMENTS					
LEADERSHIP		COMMUNICATION		PERFORMANCE	
We all affect outcomes, and lead through our actions and behaviours		<ul style="list-style-type: none">• Have conversations with each other• Listen to each other• Openly engage, share information and knowledge• Give honest and regular feedback• Have a ‘how can we?’ approach		<ul style="list-style-type: none">• Safety is part of what we do every day• Understand our roles and our contribution• Hold each other to account• Achieve results• Build capability• Test ideas and learn from our mistakes• Find better, simpler ways to do things• Deliver a great service to our customers	
TEAMWORK		<ul style="list-style-type: none">• Contributions encouraged by individuals and teams• We treat each other with respect• Build trusting relationships• We empower and support each other• We support people having a go• We recognise and celebrate achievements			



Cassowary Coast Region Overview



The Cassowary Coast region features world-heritage rainforests, secluded beaches, tropical islands, rugged coastal ranges and fertile flood plains. The region is equally well known as Australia's banana-growing hub, as an art deco district and as the home of both the endangered southern cassowary and the giant golden gumboot.

Running from Cairns to Cardwell, the Cassowary Coast is one of the undiscovered gems of Queensland, a quiet stretch of coastline bordered by the Wet Tropics Rainforest and the Great Barrier Reef. Mission Beach (actually four separate towns spread along a 14km stretch of palm-fringed beach) is at its heart. Despite its popularity, the town has retained a relaxed, laid-back vibe and the welcoming locals are never outnumbered by tourists.

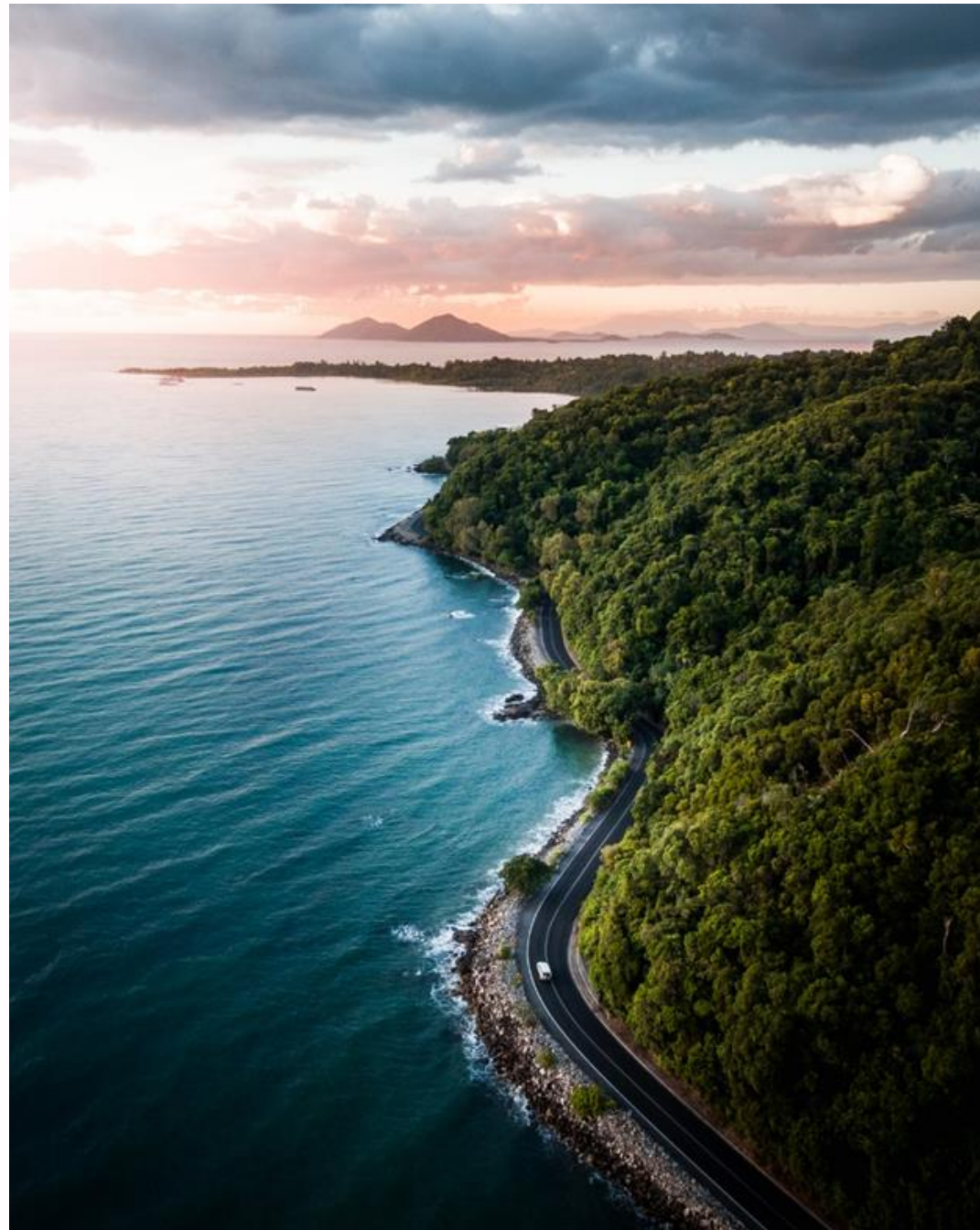
The township of Tully holds the nation's annual rainfall record with a 7.93m dumping in 1950. There is an 8m golden gumboot monument at the town's entrance. Our high rainfall and resulting humidity mean lush tropical forests and many streams. The area abounds in natural beauty and is home to 2 world heritage areas, the Wet Tropics rainforest and the Great Barrier Reef. The Cassowary Coast's rainforests, tropical beaches and islands and its closeness to the Great Barrier Reef make it a must-see tourist destination.

The tourism industry is ever-increasing. Visitors can try adventure sports ranging from white-water rafting and sea-kayaking to skydiving and diving on the Great Barrier Reef. They can find their secluded beach, explore some of the rainforest walking and mountain biking trails or relax at resorts.

New opportunities include food trails, indigenous culture tours and art deco tourism. The Cassowary Coast boasts rich agricultural land and this has paved the way for a \$400 million a year banana industry and a sugar cane industry that has driven growth in the region since the late 1800s.



Cassowary Coast Region Overview (cont)



Sugar mills operate out of South Johnstone in the north and Tully in the south. Cane and bananas are big employers in the Cassowary Coast region, however there is ever-increasing diversity in crops. Produce includes paw paw, tea, rambutans, pineapples, watermelons, pumpkins, lettuces, lychees, mangosteens and less traditional Cassowary Coast products such as tomatoes, vanilla and cocoa.

Cattle, timber, aquaculture, fishing and fruit wineries also feature among the agriculture-based industries. Prawn and reef fishing fleets work out of the region, as do tourist fishing boats. In addition, there is prawn, barramundi and crocodile farming.

Queensland's major coastal highway, the Bruce Highway, runs through the region while the Palmerston Highway, the easiest road route to the Tablelands region and the gateway to the Gulf of Carpentaria and Cape York, begins in the Cassowary Coast region.

Cassowary Coast Council manages a range of marine facilities including: Seven wharves/jetties and sixteen boat ramps across the region.

Mourilyan Harbour near Innisfail is a high quality natural harbour with timbers cattle and sugar exports.

The region's closeness to Cairns and Townsville add to its livability and attraction for investors, retirees, families and tourists, many of whom have been seduced into staying after experiencing the relaxed outdoor lifestyle, the warm climate and spectacular scenery.



Making the Cassowary Coast Region Home



The Cassowary Coast is home to many of community groups and organisations working to create a sense of belonging and inclusiveness in their community. A link to the Community Directory is [HERE](#) where you can find local groups, community services, sports clubs, facilities, and more.

Education

The Cassowary Coast provides a comprehensive range of education services for all ages and supports life-long learning which can be closely aligned to business needs. Several institutes offer both public and private education across the region. Access to tertiary education is delivered via James Cook University in Cairns and Townsville. Access to vocational education and training is delivered via TAFE at its campus in Innisfail.

Details can be found [HERE](#)

Medical

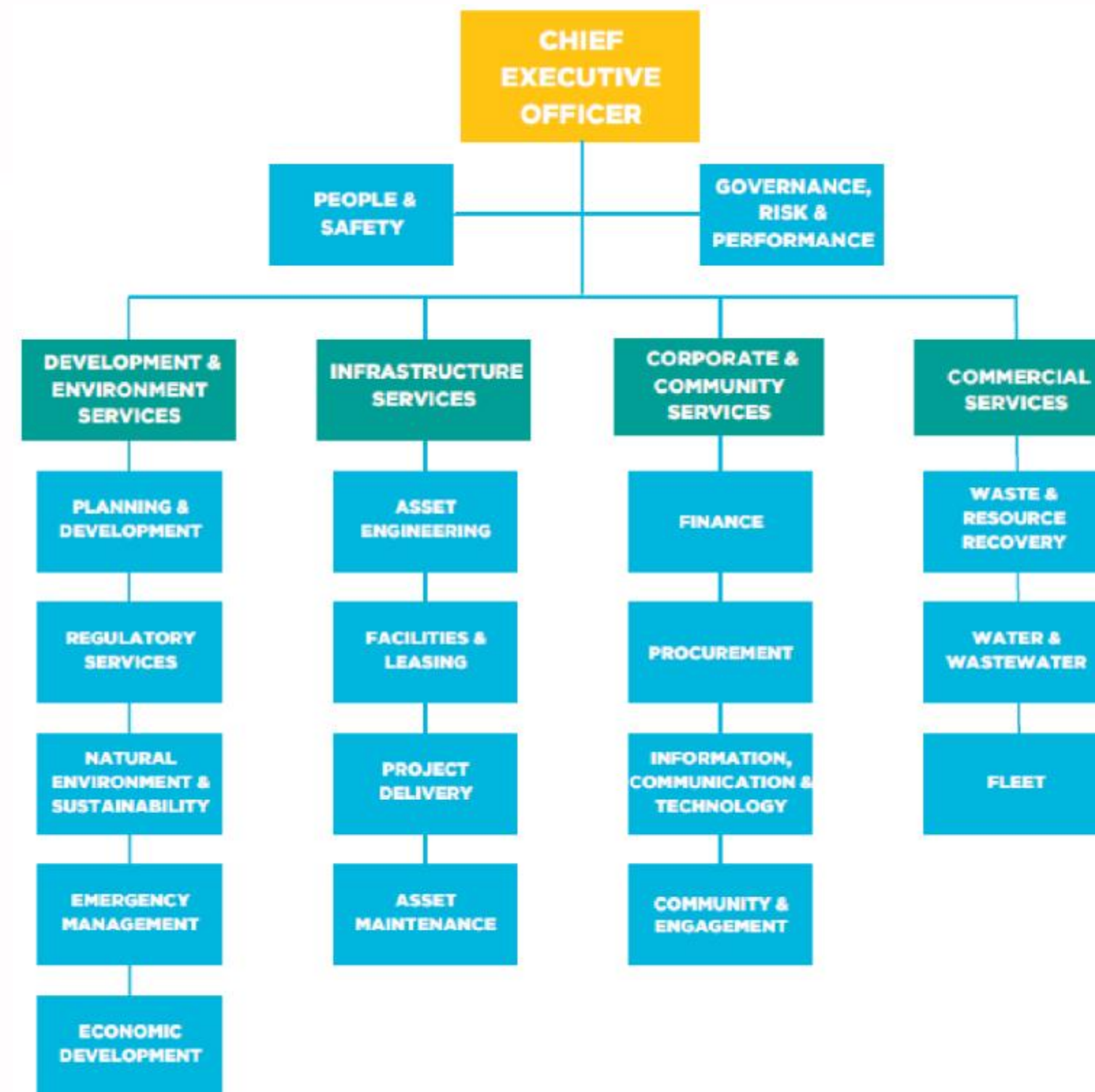
Known for its lifestyle attributes, the Cassowary Coast will continue to see an increase in retirees who relocate to the region. This increase has prompted the development of a number of aged-care services and medical facilities. The region is serviced by two public hospitals and there are also several medical Centres, pharmacies and allied health services across the Region.

Sport and Recreation

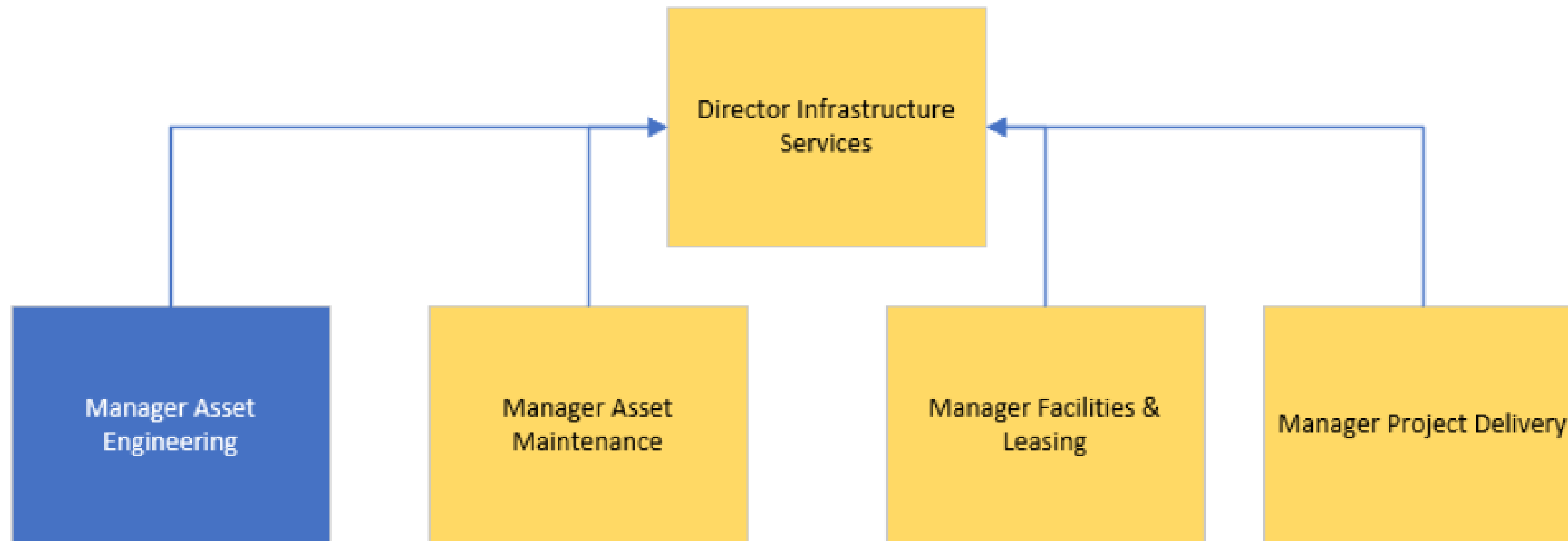
A list of the extensive sporting and recreation facilities across the Shire can be accessed [HERE](#)



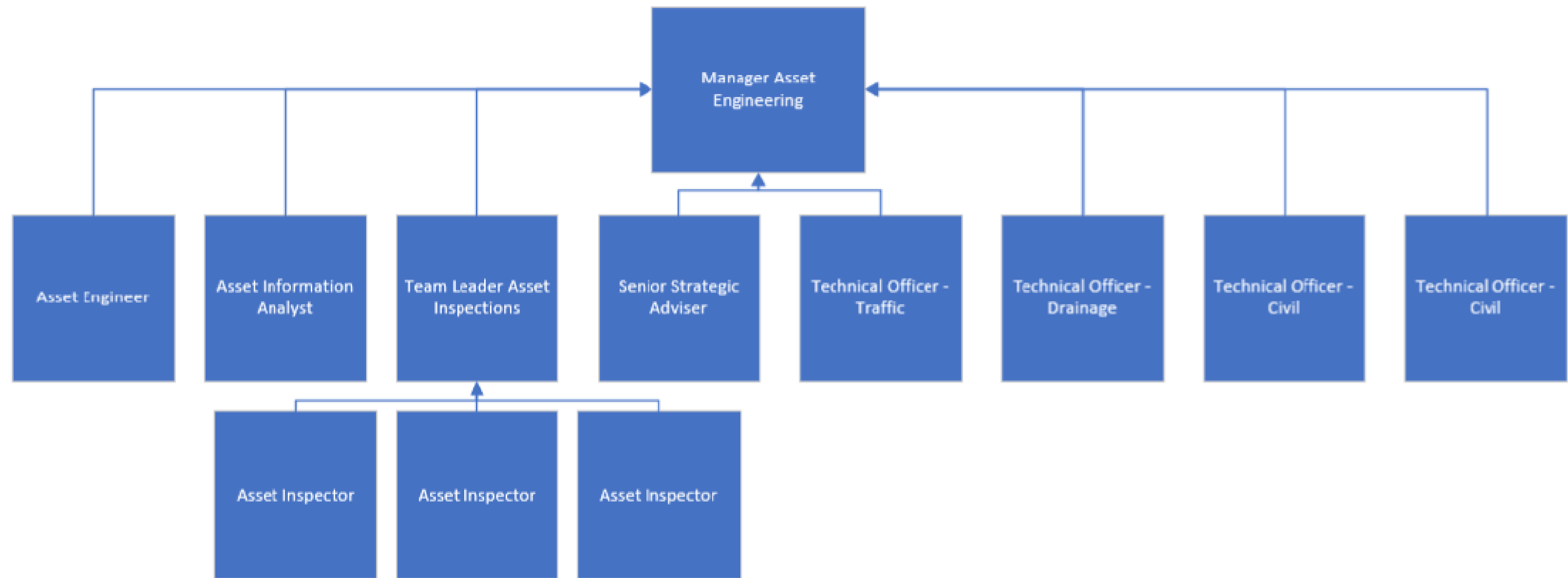
Organisation Structure



Infrastructure Services



Asset Engineering Structure



Council Information



Cassowary Coast Corporate Plan [2021-2025](#)

Cassowary Coast Operational Plan [2023-2024](#)

Liveable Cassowary Coast Whole of Community Plan [2020](#)

For further information please visit www.cassowarycoast.qld.gov.au



Manager Asset Engineering

Location:	Tully or Innisfail
Reports to:	Director Infrastructure
Employment Status:	4 Year Contract

Council's leadership team have several key focus areas: Community, Economy, Infrastructure, Region, and Organisation. Through these key focus areas and as part of the leadership team this role will drive effective work practices, a safe work environment and the transformation of culture, to develop and maintain an engaged work environment with a community and customer focus.

The Manager Asset Engineering will lead the asset management and engineering function to ensure value through asset engineering planning, advice and services that embrace a fit for purpose, value for money, functional and risk-based approach to service provision.



Key Result Areas

- Council's transport, marine, stormwater, recreational and natural assets are proactively managed using a risk-based approach
- Asset management is embraced as a value adding service, asset management plans are utilised in making better decisions, spend is aligned with corporate objectives, service affordability and sustainability are at front of mind
- Asset management objectives influence engineering decision making
- Asset management objectives are broadly supported across the organisation, adding value and heavily utilised in managing long term financial sustainability
- Budget development for projects is informed by high quality engineering advice in the project scope/charter



Key Accountabilities



- Asset custodian/owner for transport, stormwater, marine and open space asset classes
- Timely and effective advice to Asset Maintenance on maintenance requirements for Transport, Stormwater, Marine and Open Space asset classes
- Develop, lead, and deliver strategic asset management plans, and individual asset management plans for each class of assets
- Develop, review and update policies, standards and procedures in asset management and Asset Engineering services as required
- Lead the delivery of all Asset Engineering functions effectively and efficiently to all Council internal and external customers
- Development of Council wide capital budgets
- Develop and manage Asset Engineering operational budgets
- Ensure Councils Long-Term Financial Plans (LTFP), Local Government Infrastructure Plans (LGIP) and asset management plans are contemporary and aligned with corporate objectives and asset sustainability principles
- Establish and maintain positive relationships with key internal and external stakeholders and customers
- Lead, empower, coach and mentor the asset engineering team and ensure all team members are held accountable for delivery of their key objectives, initiatives, and targets in accordance with their achievement and development plans



Behavioural Competencies

- Practices and influences behaviours aligned with Council's Values (Respect, Integrity, Courage) and Code of Conduct for Council Employees in all interactions with internal and external stakeholders
- Exercises responsibility, takes an ownership role and influences Work Health and Safety, Environment Protection, Equal Employment Opportunity (EEO), Anti-discrimination, Recordkeeping, Risk and Privacy obligations
- Adopts a planned and comprehensive approach to implementing organisational change
- Champions innovative ideas and solutions and drives a culture of continuous improvement
- Inspires individual and team commitment for performance and meeting team goals
- Provides the balance of autonomy and support to team members to achieve outcomes
- Commits to personal and professional development



Leadership Competencies



As a leader at Cassowary Coast Regional Council you will model, and influence behaviours and commitments aligned with Council's Values of Respect, Integrity and Courage and the Code of Conduct for Council Employees in all interactions with internal and external stakeholders.

Vision

- Lead strategically
- Stimulate ideas & innovation
- Lead change in complex environments
- Make insightful decisions

think critically & act on the broader purpose of the system

gather insights & embrace new ideas & innovation to inform future practice

embrace change & lead with focus and optimism in an environment of complexity and ambiguity
make considered, ethical & courageous decisions based on insight into the broader context

Results

- Develop & mobilise talent
- Build enduring relationships
- Inspire others
- Drive accountability & transparency outcomes

strengthen & mobilise the unique talents & capabilities of the workforce

build & sustain relationships to enable collaborative delivery of customer-focused outcomes

inspire others by driving clarity, engagement, & a sense of purpose
demonstrates accountability for the execution & quality of results through professionalism, persistence, and

Accountability

- Foster a healthy & inclusive workplace
- Pursue continual growth
- Demonstrate sound governance

foster an inclusive workplace where health, safety & wellbeing are promoted & prioritised
pursue opportunities for growth through agile learning & development of self-awareness
maintain a high standard of practice through governance & risk management



Skills and Experience



- Bachelor of Civil Engineering or other appropriate qualifications combined with extensive experience, expertise, and competence sufficient to perform position duties
- Demonstrated extensive practical experience in managing transport infrastructure
- Qualifications and or extensive experience in Asset Management
- Demonstrated ability to provide effective leadership and development of staff, including career development and performance management
- Well-developed analytical and investigative skills with demonstrated ability to think laterally and in a structured manner when solving complex problems
- Highly effective communications, mediation, conflict resolution and negotiation skills and ability to establish and maintain a good rapport with various stakeholders (i.e., Councillors, Council employees, community members, businesses, and other levels of government)
- Demonstrated ability to lead a team of staff and consultants to deliver value adding asset management and engineering outcomes
- Demonstrated understanding the importance a risk-based approach to managing various networks of community assets
- A current "C" class drivers' licence

Desirable skills and experience include:

- Registered Professional Engineer of Queensland (RPEQ)
- Skills and experience in the development of Long-Term Financial Plans (LTFP) and Local Government Infrastructure Plans (LGIP)



Organisational Expectations



Equity and diversity

- We are an equal opportunity employer and actively encourage diversity
- We recognise the unique contribution First Nation people make to our workplace and our community and we strive to strengthen and develop connections through understanding, learning, and seeking opportunities to support a community connected to culture and Country

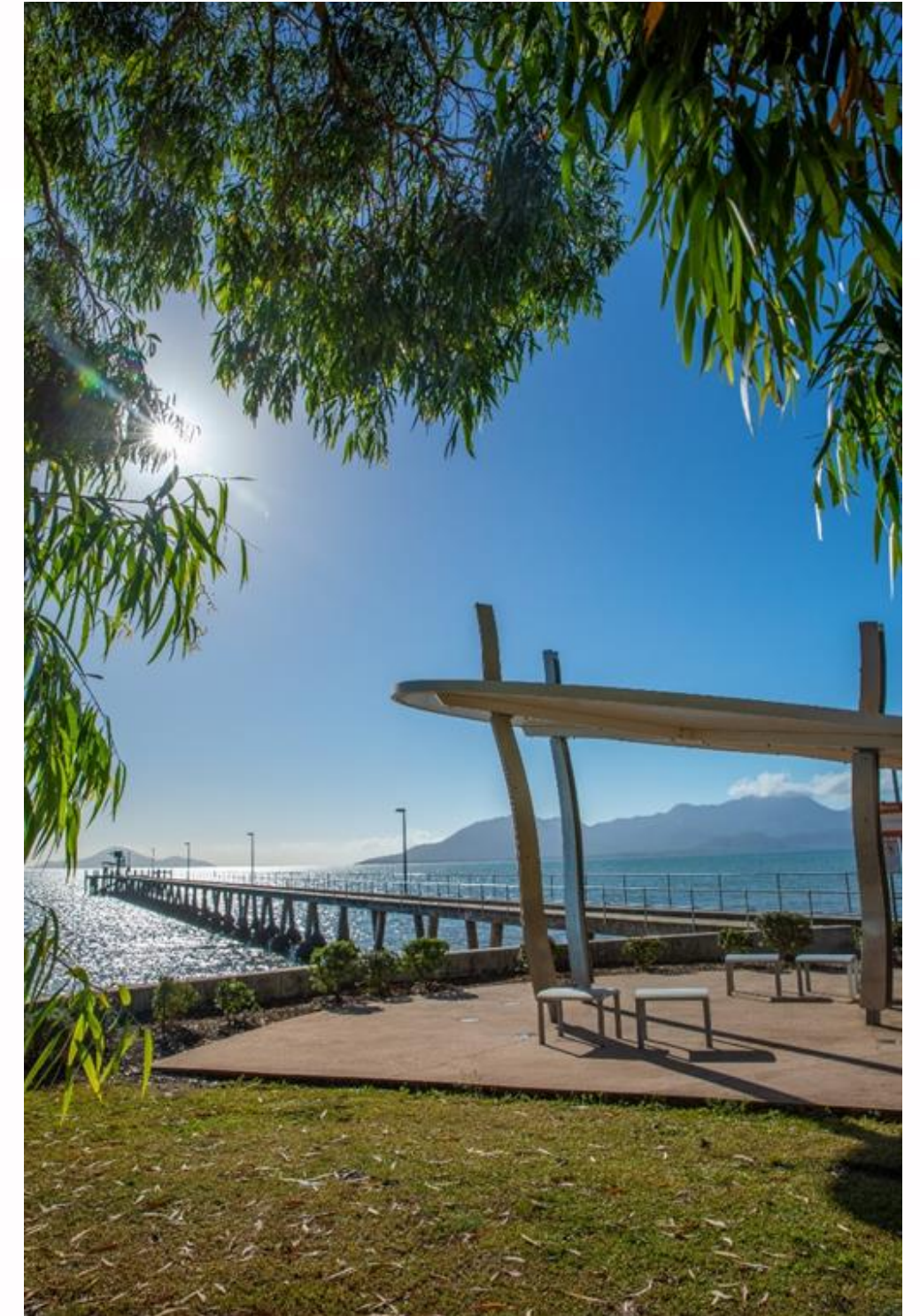
Work Health and Safety

- All employees are required to adhere to Councils Work Health and Safety Policy Statement and be committed to maintaining a healthy and safe work environment



Why this role?

- Reporting to the Director Infrastructure, you will be able to make the role your own and to achieve strategic outcomes and actively take the reins of something that will continue to underpin the way Council strives to manage asset maintenance across its operations.
- You will manage a small team and have no delivery component with the role so you really will be able to get traction on several priorities for the community. If you are currently in a slightly smaller Council where you are doing everything and have less resources, this is a role that will allow you to concentrate on Asset Management and Transport but still utilize your broader skills. Essentially becoming a specialist vs a generalist in the field.
- For those aspiring to develop their career beyond this role in time, there will be opportunities to do this and Council will support those ambitions. You will be provided with opportunities to provide relief at Director level and the guidance to be ready to take on these responsibilities.
- This could be the lifestyle change you have been seeking. There are team members in both Tully in Innisfail which gives you the option of being based anywhere on the Cassowary Coast.
- The appeal of the role is being able to make a difference in a smaller community and to do something different away from the corporate world in major capital cities.
- Following a recent restructure, there is an appetite for doing things differently so you will have a voice and be supported as you continue taking the organization forward with both Asset Management and Transport Engineering initiatives.



Additional Information

Aside from having the split requirement of asset management and leadership you will introduce a higher level of reporting around asset management and see that presenting this at Council meetings is a development opportunity. Importantly, there is good capability in the team and expertise around to support you.

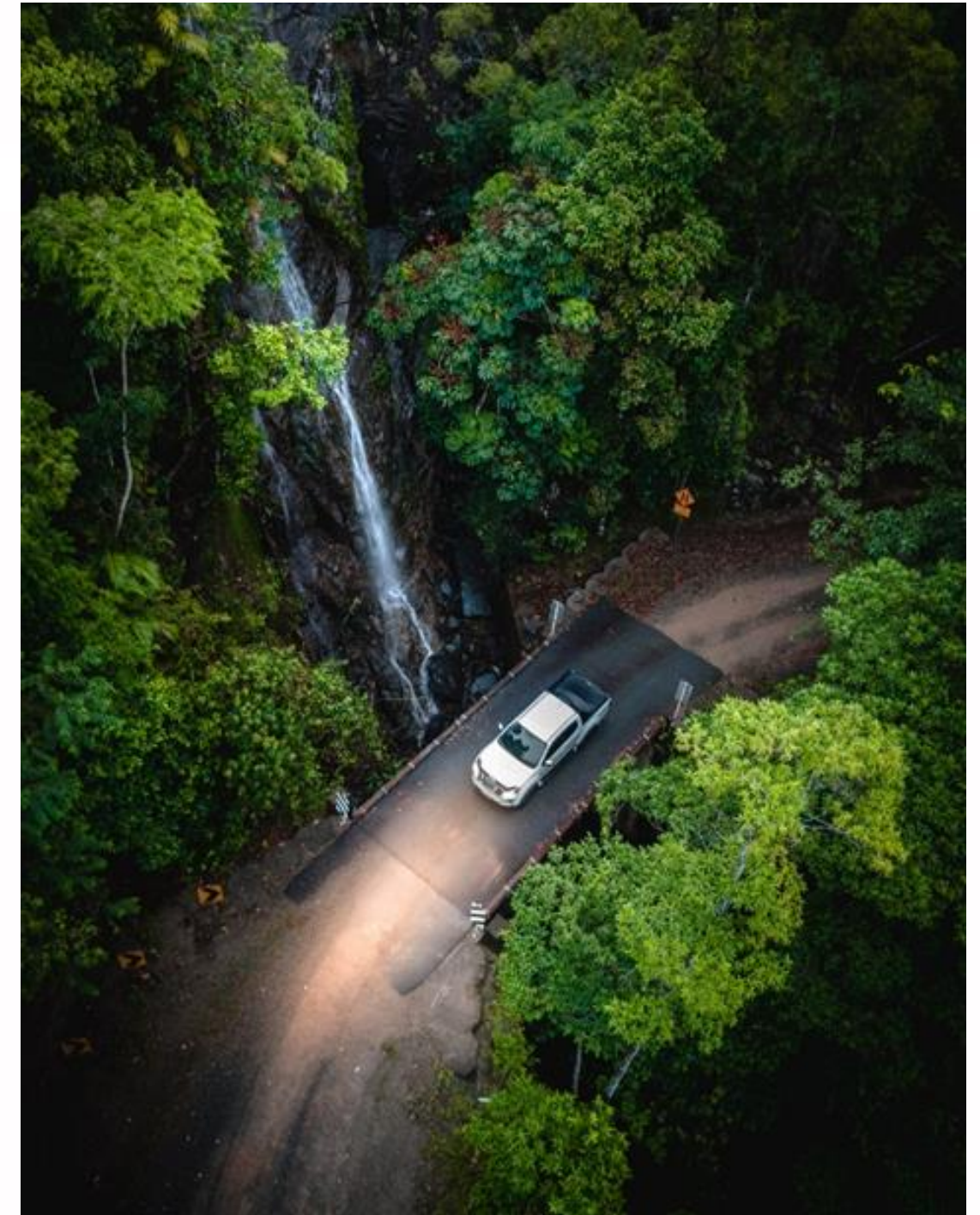
Whilst the portfolio is broad 90% of your focus will be on transport – capital budget development, Levels of Service, permits, stormwater assessments, safety issues, school upgrades, review of advice on planning approvals where required etc. It is acknowledged that there can often be a lot of conservatism in engineering and therefore risk adversity. Council is keen to employ someone who can challenge over conservatism with confidence and go outside of typical B&W thinking or at least have the skill to get those around you to consider other options. With aging infrastructure, stormwater is another area that will require some thought and focus moving forward..

Continued improvement around asset management plans will be enhanced by someone coming into the role who is deemed a subject matter expert around transport engineering. This will cover short term realities through to 10 year plan.

There will be the potential for further promotion in time for candidates aspiring to future career progression.

CCRC use TechnologyOne and whilst experience using this software would be advantageous it is not essential.

The new CEO is supportive of change, focused on uplifting performance and is supportive of professional development for staff across Council. Council have recently completed an Employee Engagement Survey. The objective was to ensure the link between uplifting teams and organisational performance improves engagement across the business.



Remuneration and Council Benefits

- The total remuneration value will be between \$170-185K dependent upon experience which includes Super.
- Provision of a laptop and mobile phone for work purposes.
- Five (5) weeks annual leave per annum The Council will make compulsory superannuation contributions on the employee's behalf. Where the employee contributes 6% of the ordinary earnings, Council will contribute 12%. Salary sacrifice is available for member contributions.
- Salary packaging opportunities for vehicles, rent, mortgages, electricity and gas
- Access to discounted health insurance
- Fitness Passport Wellness Program for yourself and family
- Employee Assistance Program for yourself and family
- Uniforms and protective clothing will be provided annually in accordance with Council policy
- Relocation Assistance of \$10,000 will be provided to the successful candidate.



Contact

For more information contact

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