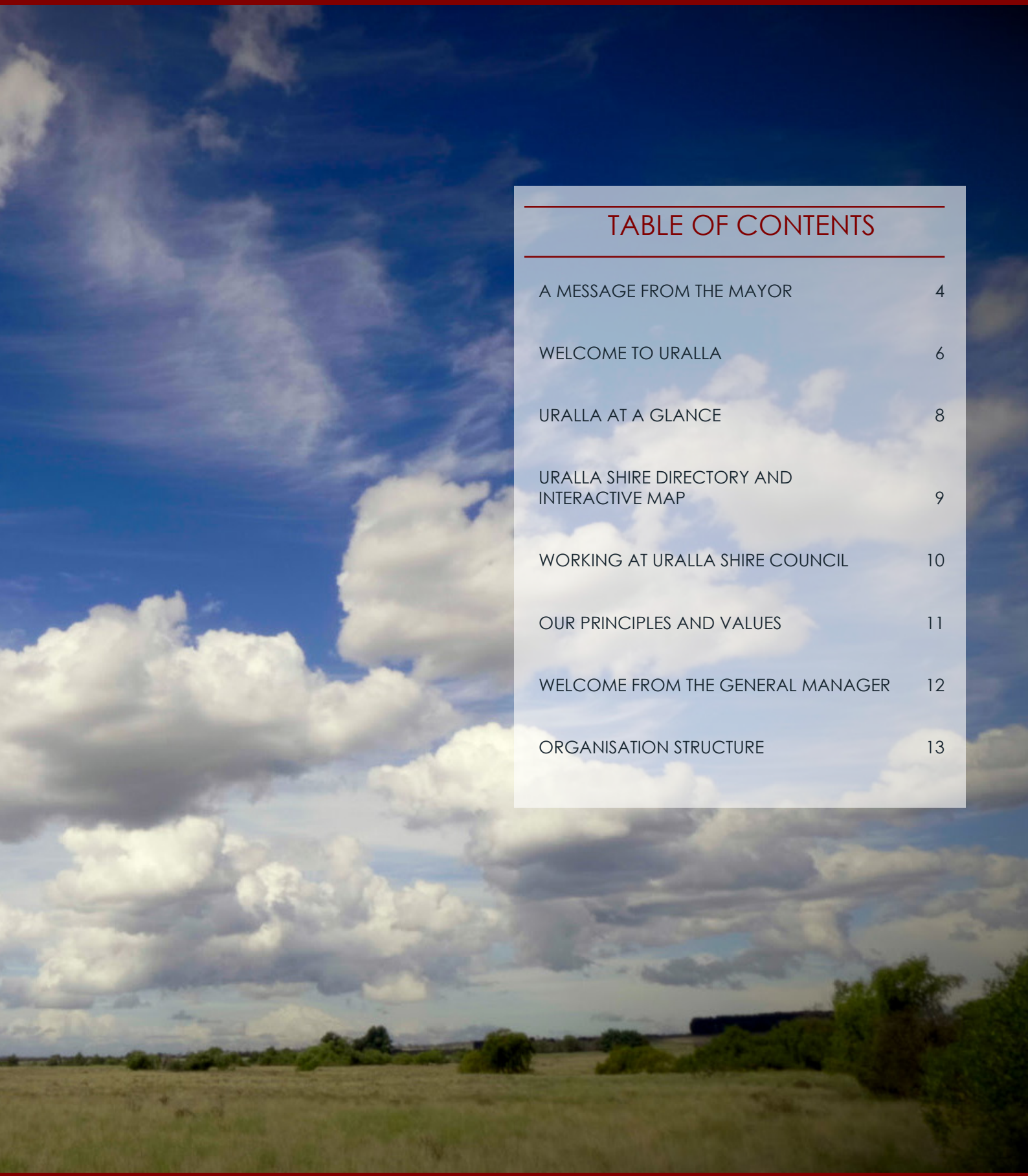
URALLA SHIRE COUNCIL
Prospective Candidate Information

Uralla
URALLA SHIRE COUNCIL

Acknowledgement of Country

We acknowledge the Traditional Custodians of this land and recognise their sacred connection to Country. We pay our respect to Elders past, present and emerging.



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A Message from the Mayor

Mayor Robert Bell

From the dramatic gorges of the eastern escarpment, across the country marked by granite tors, through extensive farming land and national parks, the Uralla Shire offers a rich and unique landscape. Managed for thousands of years by the Aniwan people, the Shire has a rich history. The strong farming roots based on sheep, cattle, cropping and orchards have diversified into the industries it boasts today. Uralla Shire has a strong culture of arts, tourism and hospitality that caters to various visitors who come to work, play and stay. Forming part of the recently gazetted New England Renewable Energy Zone, and closely connected with the nearby university city of Armidale and the large agricultural city of Tamworth, Uralla Shire is well placed for future development.

Uralla, halfway between Brisbane and Sydney, at the cross-roads of Thunderbolts Way and the New England Highway, is well connected. With daily direct flights to Sydney and Brisbane, and a regular Sydney train service Uralla Shire is easily accessible while still feeling a long way from the hustle and bustle of city life. Uralla Shire has a strong business community and is well serviced with shops, services, two central schools and several primary schools.

Council is committed to transparency, good governance and effective community engagement.

Recent initiatives that are building a strong level of trust with our community include regular listening posts, open forums and 'drop-in' sessions. Council workshops and briefings are open to the community to attend as observers (unless closed for confidentiality reasons). Council supports our General Manager in leading a team focussed on our core values of Unity, Safety, and Commitment to Service.

I encourage people living in our region, or thinking about moving to or back to our region, to consider applying for one of the many varied roles with Council.

Welcome to Uralla

The name "Uralla" was taken by European settlers from the dialect of the local Aniwan people, and means "meeting place". Appropriately named, Uralla is located in New England High Country, 501km north of Sydney and 485km south of Brisbane, at the meeting of the New England Highway and Thunderbolt's Way.

Surrounded by the breathtaking beauty of New England High Country, Uralla boasts a heritage walk showcasing over 50 buildings of historical significance. Several of these date from the 1860s when gentleman bushranger, Captain Thunderbolt ruled the local highways and byways.

Built in 1870, the three story McCrossin's Mill is now a highly regarded, award-winning museum. The Mill holds a diverse and unique collection of exhibits, including a fascinating display of Captain Thunderbolt artefacts.

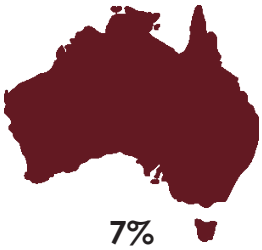
A short stroll around town offers the opportunity to browse the antiquarian bookshop, antique stores, art galleries and specialty stores – or just sit and enjoy a meal at one of the many cafes or friendly pubs.

Uralla is home to cool-climate wineries, artisan breweries, a boutique cidery and an award-winning distillery all within easy driving distance of town. All are open for tastings and cellar door sales each weekend.

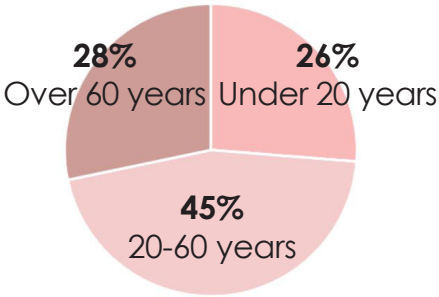
Uralla experiences four distinct seasons, each of them glorious in their own right. In autumn, the countryside is a spectacular blaze of reds, oranges and yellows from the turning leaves. Winter is the time for warm pubs or snuggling up in front of a crackling fire. Spring brings blossoms and annual festivals, while summer in New England High Country is always mild and pleasant.

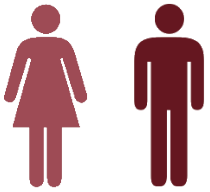
Uralla at a glance

6,062
Total population



7%
Aboriginal and Torres Strait Islanders





52% Female **48%** Male

3226.5km²
Area

3%
Unemployment rate

Agriculture, Forestry & Fishing
Largest Industry Employer

658
Active Businesses

Uralla Shire Directory and Interactive Map

The Uralla Shire Directory can point you to anything from hairdressers to hardware, coffee to clothing, and much more! Come take a look at what the Uralla Shire has to offer.

This interactive map can be set to display only the categories that interest you, whether that be a search for accommodation, non-profits and community groups, museums and galleries, or just a place to eat. There is also a business listing available, which can be sorted by categories just like the map.

You're sure to find something that interests you! Start exploring and ***Discover Uralla*** *at www.urallashiredirectory.com*

MORE INFORMATION

Visit Uralla Website - www.uralla.com

New England High Country - www.newenglandhighcountry.com.au

Working at Uralla Shire Council

Uralla Shire Council is a large and diverse organisation employing over 165 staff and is responsible for assets in excess of $300 million, 32 different service areas and an annual budget of approximately $23 million.

The Uralla Shire local government area covers an area approximately 3,229 square kilometres and is home to a permanent resident population of around 6,048 people. The main township is Uralla, which is located 22 kilometres south of Armidale and 89 kilometres north of Tamworth on the New England Highway.

We have a reputation in the community for providing quality service and this is a credit to the teamwork, dedication and skill of our employees.

COUNCIL'S MISSION

Uralla Shire Council listens to and facilitates the aspirations of the community.

OUR VALUES AND PRINCIPLES

Council's values lay the foundation for the organisation and guide us in our actions.

Unity

We succeed as a team with integrity and accountability

Indicators: no dishonesty; mistakes are identified and corrected.

Safety

Keeping our people and community safe

Indicators: Hazard reporting is high; incident occurrence is low.

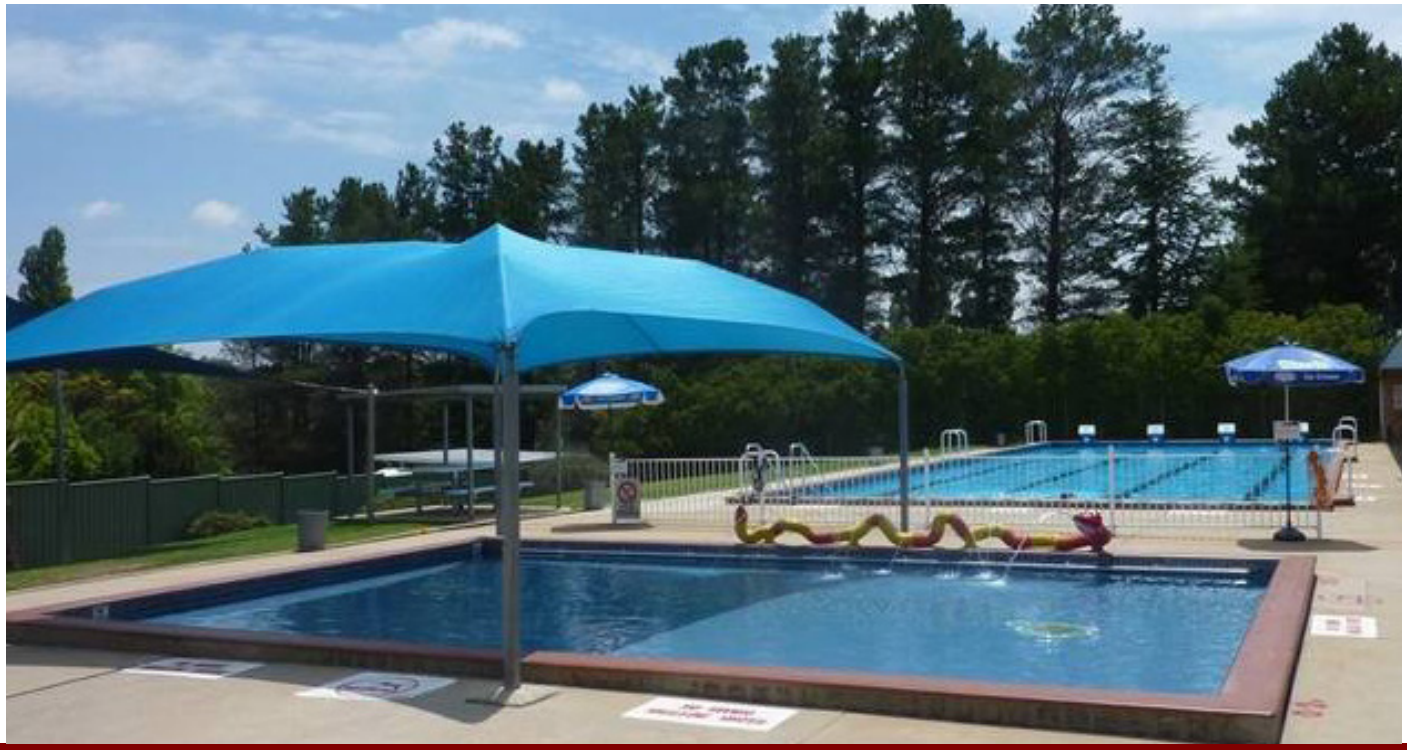
Commitment to Service

We use resources efficiently in an equitable manner

Indicators: Council service is fair, tailored and within resources.

Our customer service principles underpin our professional approach to serving our community:

Respect	*All people are equal*
Accountability	*In the interest of the community*
Honesty	*We act on facts*
Efficiency	*Value-for-money use of resources*
Equity	*We are genuinely fair*
Communication	*We are clear and concise*



Welcome from the General Manager

Kate Jessep

Uralla Shire Council is the largest employer in the Shire and offers a wide range of services including home community care and transport, residential aged community care, library and visitor information services.

Our rural road network connects over 6,000 residents living in towns and villages covering over 3,226 square kilometres with almost a thousand kilometres of sealed and unsealed roads. Our community and visitors enjoy access to open space, parks and conservation areas including caravan parks and free camping grounds.

Our main administrative office is in Uralla together with the main depot, including workshop and landfill, along with a smaller depot at Bundarra, a second library hub (run by volunteers) and some additional waste transfer sites. Council is responsible for town water and sewerage treatment at both Uralla and Bundarra.

Council's new Workforce Management Strategy has set a focus on increasing the capacity of the organisation so that it can operate as efficiently and effectively as possible within its finite resources. Our staff are necessarily team players willing to work across broader areas of responsibility than might typically be required in a metro council. Our people are therefore all good at customer engagement, multi-skilled, and willing to work outside their comfort zone from time-to-time to get the job done.

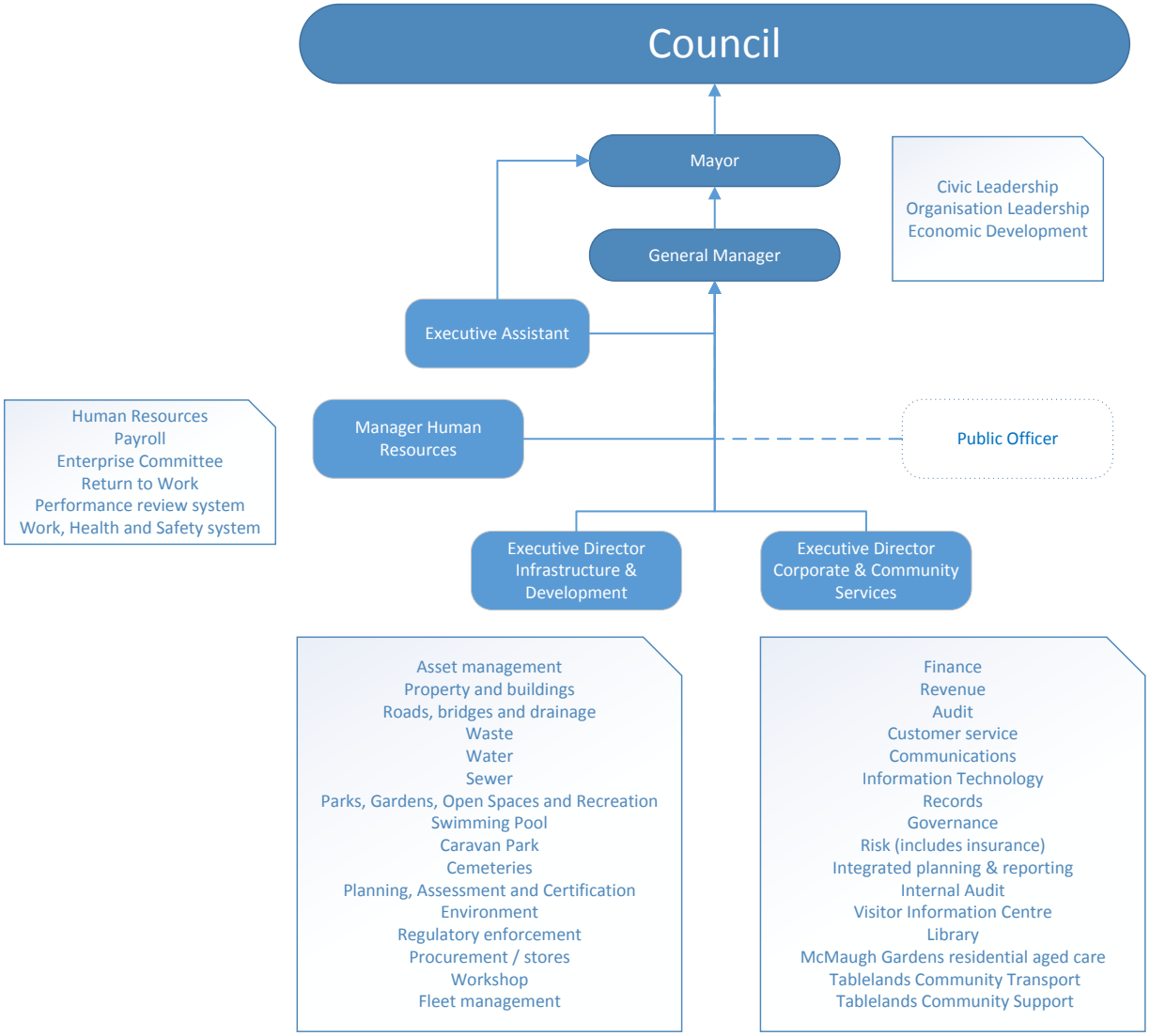
As a result, Uralla Shire Council staff can be rightly proud of the outcomes delivered for the community by all service areas, regardless of their specific role. The 'year in review' presentation is shared with the community and provides a great snapshot of what our team delivers for the community. Achievements are further documented in our monthly newsletters, annual reports and the end-of-term report.

Council recruits on a merit-based, competency, and capability basis. We are seeking people with the aptitude and attitude to deliver services to the community. Council provides training and development to support our staff to keep their skills and knowledge current.

If our values resonate with you and you are motivated to serve the community I would welcome your application for any of the roles we have advertised.

ORGANISATION STRUCTURE

Council is required to review its organisation structure within 12 months of the elections and this process has recently been completed. Further information on the organisation structure will be provided to successful candidates. The current organisation structure is as follows:



Council's Workforce Management Strategy is a proactive, 4-year document that shapes the capacity and capability of the workforce to achieve Council's strategic goals and objectives.

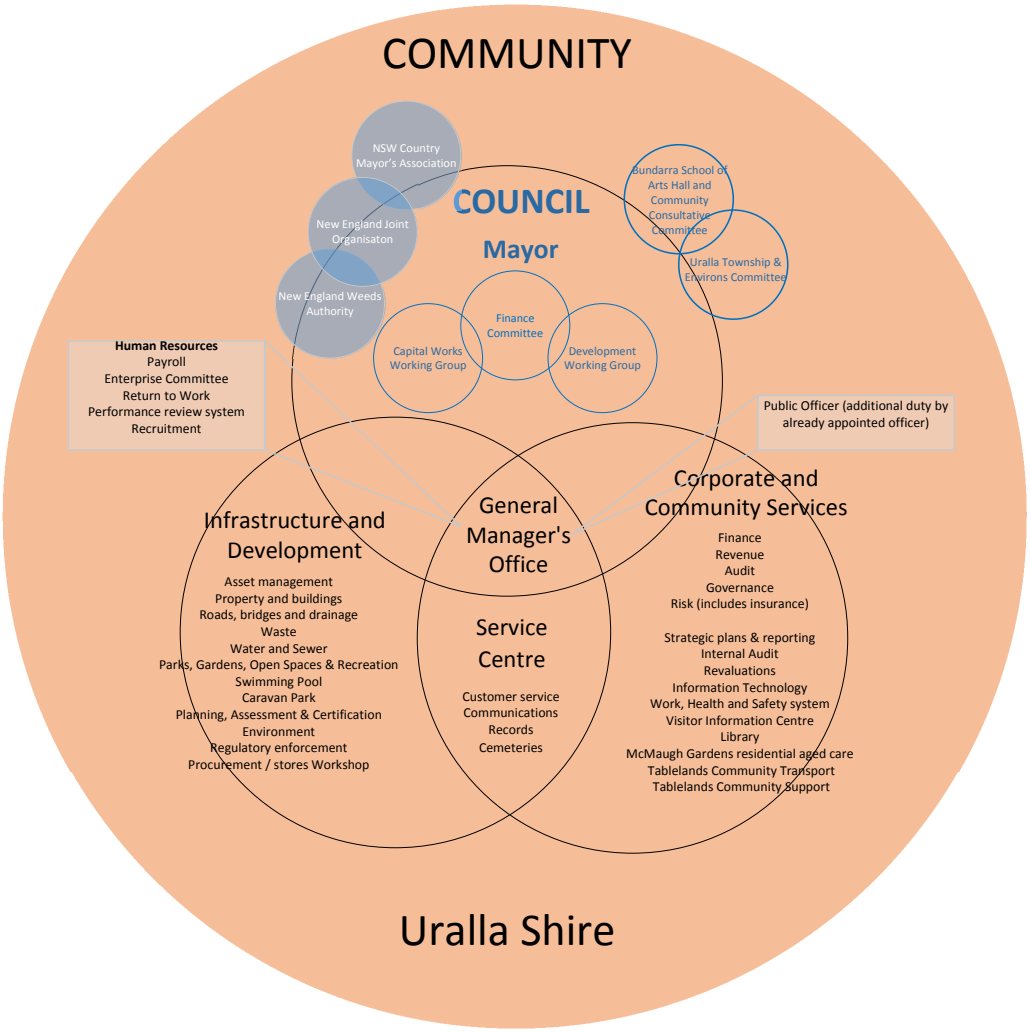
The Workforce Management Strategy identifies how future staffing and skills requirements will be met, such as through recruitment, staff progression and development, internal redeployment, and succession planning.

The Workforce Management Strategy is published on the Council website here.

The organisational structure is made up of three senior officers and staff.

Council operations are led by the General Manager who is supported by two directors, the Executive Director Corporate & Community Services and the Executive Director Infrastructure & Development.

How the area of responsibility of Council, its Committees, senior officers, and Council's service delivery fits within the wider Uralla Shire community and other bodies / regional organisations is shown below.



LINKS TO MORE COUNCIL INFORMATION

- Monthly Newsletter
- Uralla Shire Council Year in Review
- Community Strategic Plan
- 4-Year Delivery Program and 1-Year Operational Plan
- Annual Reports

CONTACT INFORMATION

Visit the Uralla Shire Council website at www.uralla.nsw.gov.au to submit your application today.

Uralla Shire Council
PO Box 106
32 Salisbury Street
Uralla NSW 2358

T: (02) 6778 6300
E: council@uralla.nsw.gov.au
www.uralla.nsw.gov.au