

# Candidate Information Pack



**ACT**  
Government

**Suburban Land  
Agency**

## Suburban Land Agency

Chief Executive Officer





## Chief Executive Officer

**Title:** Chief Executive Officer

**Employment Type:** Ongoing

**Remuneration:** The position attracts a remuneration package ranging from \$449,088 - \$467,111 depending on current superannuation arrangements of the successful applicant. This includes a cash component of \$400,527.

**Location:** Canberra

**Security Clearance:** Negative Vetting Level 2

### Suburban Land Agency

The Suburban Land Agency (SLA) is an ACT Government organisation delivering residential, commercial, and industrial developments across the Territory creating great places where communities thrive. SLA builds people-focused residential estates and urban renewal projects for the people of Canberra. Through smart, sustainable development, the goal is to strike a balance between social, economic, and environmental benefits for all Canberrans. SLA is passionate about improving the future of the community by delivering innovative and sustainable land solutions.

SLA's vision is to encourage and promote urban renewal outside declared urban renewal precincts, growth and diversification of the Territory's economy and social and environment sustainability. In exercising its functions, SLA operates effectively, in a way that delivers value for money, in accordance with sound risk management practices.

### The functions of SLA are to:

- conduct government land sales and strategic acquisitions
- undertake civil works for government estate developments, while ensuring the availability of a mixture of public and private housing in line with government set housing targets
- serve as the vehicle through which the government will enter into joint ventures or other commercial arrangements to deliver land development projects
- provide community information for operational elements of government development projects; and
- conduct place-making activities and establishment of new communities.

SLA promotes innovation and collaboration with industry, community and cultural partners to manifest the future of environmental and sustainable urban design. SLA is focused on increasing value to customers by targeting their specific needs. Promoting in-depth community consultations and straight forward land sale processes ensures delivery to the wider community. SLA engages with government partners to support whole government strategies in support of a wider goal towards building thriving communities.

SLA is overseen by an independent Board.



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**Agency:** Suburban Land Agency

**Position Title:** Chief Executive Officer

**Position Number:** E1034

**Last Reviewed:** 24/05/2024

## POSITION DESCRIPTION

### WHAT WE DO

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#### Suburban Land Agency

At the Suburban Land Agency (SLA) we are committed to creating great places where communities thrive. We build people-focussed residential estates and urban renewal projects for the people of Canberra.

Through smart, sustainable development, our goal is to strike a balance between social, economic and environmental benefits for all Canberrans.

The objectives of SLA are set out in s38 of the *City Renewal Authority and Suburban Land Agency Act 2017* (the Act) and include:

- a) the encouragement and promotion of inclusive communities through the delivery of people-focussed neighbourhoods;
- b) the encouragement and promotion of suburban development that supports affordable living, a safe and healthy population, social inclusion, housing choice, environmental sustainability, urban renewal, growth and diversification of the Territory economy and social and environmental sustainability; and
- c) operational effectiveness, delivering value for money using sound risk practices.

**Together, we deliver:** Projects and activities focused on creating great communities for the growing Canberra population.

**We do this by collaborating across SLA and prioritising sharing the information and resources we need to deliver on our shared strategy.**



## **YOUR DUTIES AND RESPONSIBILITIES**

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SLA Chief Executive Officer (CEO) is responsible to the SLA Board and appointed by the SLA Board Chair. The CEO provides leadership to SLA; focusing on accountability, collaboration and high performance and supporting the delivery of great places where communities thrive.

The CEO leads the SLA including ensuring the SLA complies with the Board's decisions, managing the finances of SLA, developing corporate and operational strategies, reporting to the Board on the implementation of corporate and operational strategy, and providing information and advice to the Board on matters relating to SLA.

The CEO is responsible for establishing and maintaining strong, collaborative working relationships with government (Ministers, relevant directorates, and the ACT Chief Planning Executive), developers and the community in order to ensure the effective and efficient delivery of the Board's decisions. This includes interaction with the Minister for Housing and Suburban Development and the regular requirement to report to the minister.

The role requires a person with demonstrated exceptional leadership, communication and management skills. The CEO is required to exercise the degree of honesty, care and diligence required to be exercised by a director of a corporation. In addition, the CEO owes a duty of good conduct to the SLA Board. The CEO exercises high levels of probity and integrity. The CEO is responsible for building and maintaining an organisational culture reflecting the ACT Public Service Values of *Respect, Integrity, Collaboration and Innovation*.

The role provides leadership to an organization of 160 FTE including five senior executives who are each responsible for leading and managing large teams.

The position requires the management of a significant budget, staff, and implementation of the government suburban land development program across a wide array of responsibilities in an environment of high government and community expectations coupled with an obligation to maintain strict fiscal discipline.

SLA is charged with delivering the government's urban renewal priorities and requirements in areas outside declared urban renewal precincts. Therefore, a comprehensive understanding of, and demonstrated experience in, corporate governance, public sector accountability, community-led place-making, delivery of affordable, public and community housing solutions and urban and suburban development are pre-requisites. The ability to resolve complex problems and develop a range of solutions capable of implementation is also critical.

This role will be undertaken in the context of a values-driven, collaborative and outcome-focused ACT public sector.



## **SELECTION CRITERIA (EXECUTIVE CAPABILITIES)**

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The ACT Public Service (ACTPS) Executive Capabilities are a way of describing the behaviours that characterise successful ACTPS executives and the values and personal attributes that support these behaviours. They also provide an integrated and consistent means of assisting executives to identify developmental needs and achieve significant and measurable growth in areas such as leadership, strategic vision and effective management.

Leads and values people	<ul style="list-style-type: none"><li>• Motivates and develops people</li><li>• Values diversity and respects individuals</li><li>• Builds a culture of improving practice</li></ul>
Shapes strategic thinking	<ul style="list-style-type: none"><li>• Inspires a sense of purpose and direction</li><li>• Encourages innovation and engages with risk</li><li>• Thinks broadly and develops solutions</li></ul>
Achieves results with integrity	<ul style="list-style-type: none"><li>• Develops organisational capability to deliver results</li><li>• Manages resources wisely and with probity</li><li>• Progresses evidence based policies and procedures</li><li>• Shows sound judgement, is responsive and ethical</li></ul>
Fosters collaboration	<ul style="list-style-type: none"><li>• Listens and communicates with influence</li><li>• Engages effectively across government</li><li>• Builds and maintains key relationships</li></ul>
Exemplifies citizen, community and service focus	<ul style="list-style-type: none"><li>• Understands, anticipates and evaluates client needs</li><li>• Creates partnerships and co-operation</li><li>• Works to improve outcomes</li></ul>

## **SALARY AND CONDITIONS OF EMPLOYMENT**

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The ACT Remuneration Tribunal reviews remuneration for the CEO SLA role annually, with determinations ordinarily coming into force on 1 July each year. For current remuneration details: [https://www.remunerationtribunal.act.gov.au/\\_data/assets/pdf\\_file/0005/2246441/Determination-6-of-2023-CEO-CRA-and-SLA.pdf](https://www.remunerationtribunal.act.gov.au/_data/assets/pdf_file/0005/2246441/Determination-6-of-2023-CEO-CRA-and-SLA.pdf)

The successful applicant will be engaged under a performance-based contract. Employment conditions and benefits, including remuneration, are detailed on the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) website <https://www.cmtedd.act.gov.au/employment-framework/for-executives/actps-executive-employment-conditions>





Applicants should be aware that individual contracts and performance agreements are tabled in the ACT Legislative Assembly.

## DIVERSITY

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We are actively seeking to increase the diversity of our leadership team. People with a disability, women, Australians from culturally and linguistically diverse backgrounds, and Aboriginal and Torres Strait Islander people have an equal opportunity for appointment to this position and we encourage you to apply. If you are interested in applying for this role, please let us know how we can best support you through the application process.

## FURTHER INFORMATION

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- Suburban Land Agency website: <https://suburbanland.act.gov.au/en>
- Jobs ACT website: [www.jobs.act.gov.au](http://www.jobs.act.gov.au)

## QUALIFICATIONS/ REQUIREMENTS

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- Tertiary qualifications in a relevant area – e.g. finance, management and/or leadership, project or program management and/or engineering will be highly regarded.
- Significant executive level experience working in strategic project delivery across the public and private sectors will be highly regarded.

### Eligibility Requirements

Employment with the SLA is subject to conditions prescribed within the Public Sector Management Act 1994 which include:

- **Citizenship:** must be an Australian citizen to be eligible for employment with SLA.
- **Health Assessment:** may be required to undergo a medical examination conducted by the SLA's preferred medical provider.
- **Security Clearance:** must be able to obtain and/or maintain a security clearance at the Negative Vetting Level 2. You must be willing to disclose all relevant and required information. You must have lived in Australia, or have a verifiable background, for at least the preceding five years for Negative Vetting Level 2. More information on the security clearance vetting process is available on the [Australian Government Security Vetting Agency \(AGSVA\) website](http://www.agsva.gov.au).



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## **How To Apply**

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### **Applications must include:**

- A maximum 2-page **cover letter/pitch** outlining how your relevant experience aligns with the requirements and Behavioural Capabilities of the role.
- A resume of no more than 6 pages outlining qualifications, experience, and expertise.
- The names and contact details of two referees who have direct and relevant experience of your work.
- Your application should be forwarded to [ceoslaapplications@hudson.com](mailto:ceoslaapplications@hudson.com)
- Please advise the contact officer if you require reasonable adjustments throughout the recruitment process. SLA is committed to the accessibility of our systems. If you find accessibility limitations in our systems, please contact [Shivika.Sagar@hudson.com](mailto:Shivika.Sagar@hudson.com) and an alternative application format will be provided to you.

Enquiries – **Pat Hart, Principal Consultant – Hudson Executive**

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Application Closing Date: 30<sup>th</sup> June 2024

