

## POSITION DESCRIPTION

1. POSITION DETAILS			
<b>Position Title</b>	CDP Regional Manager	<b>Designation &amp; Classification Level</b>	9.1
<b>Position No</b>	1049	<b>Division</b>	Corporate Services and Sustainability
<b>Business Unit</b>	Community Development Programme	<b>Reports To</b>	General Manager Corporate Services and Sustainability
<b>Location</b>	Katherine	<b>Date Created</b>	July 2018
2. POSITION CONTEXT			
<b>Position Summary/ Purpose</b>	<p>The major role is implementing and managing a financially sustainable delivery model for the Community Development Programme (CDP) to ensure contractual compliance and quality outcomes on community for all stakeholders.</p> <p>The geography of the region poses many challenges to equitable distribution of services. The Regional Manager must ensure all jobseekers have access to a consistent level of service and opportunities which enable them to build their capacity and exercise their potential to enjoy fulfilling and meaningful activities and career prospects.</p> <p>Another challenge is leading a diverse staffing arrangement over the region to ensure quality services are provided as well as significant community consultation to ensure the programme is meeting job seeker requirements at the same time as achieving community goals.</p>		
3. KEY RESPONSIBILITIES			
<p><b>1. Service Delivery, Planning and Monitoring</b></p> <ul style="list-style-type: none"> <li>• Manage the Community Development Programme contract.</li> <li>• Establish and monitor key performance indicators for each operational site.</li> <li>• Ensure contractual compliance.</li> <li>• Monitor and manage subcontractor performance.</li> <li>• Achieve key performance indicators outlined in the funding agreement.</li> <li>• Investigate complaints and take appropriate remedial action.</li> <li>• Approve expenditure within delegation limits.</li> <li>• Conduct monthly analysis of income and expenditure.</li> <li>• Develop the annual budget for the CDP contract.</li> <li>• Conduct quarterly budget reviews.</li> <li>• Set and achieve targets that are consistent with achieving projected income and expenditure to sustain a financially viable contract.</li> <li>• Review financial performance indicators at least monthly.</li> <li>• Actively manage the workforce employed in delivering the CDP contract.</li> <li>• Set targets for individuals that achieve contractual outcomes and obligations.</li> <li>• Establish individual development and training plans for each staff member.</li> <li>• Oversee performance management and appraisal processes.</li> <li>• Ensure staff have the opportunity to participate in regular staff meetings</li> <li>• Submit reports to agendas for managers meetings and ordinary council meetings.</li> <li>• Submit localised CDP updates to Local Authority agendas.</li> <li>• Submit reports to the Australian Government as required in accordance with the performance management framework.</li> </ul>			

## 2. Quality and Continuous Improvement

- In accordance with Council's Regional Plan and other relevant plans consulted with communities, oversee CDP jobseeker activities which contribute to personal, professional and community development.
- Establish host agreements with community stakeholders.
- Establish and maintain positive and effective working relationships with Australian Government personnel and the contract management team.

## 3. Organisational Sustainability

- Manage the development and implementation of activity plans, budgets and standard operating procedures.
- Contribute to the achievement of objectives outlined in Council's strategic plans and regional plans.

## 4. Work Health and Safety (WHS)

All Council staff have a duty of care and a legal obligation to ensure that they:

- Undertake work in a manner that is not harmful to their health and safety or the health and safety of others;
- Proactively identify and address potential risk to ensure the safety, so far as is reasonably practicable, of service users, staff, volunteers, stakeholders and the organisation in accordance with legislated responsibilities and Council's Quality and Risk Management System;
- Comply with the Council's WHS Management System requirements particularly manual handling, infection control, emergency, food safety and personal protective equipment requirements
- Attend and actively participate in WHS and other mandatory training
  - Monitor workplace conditions and report:
  - Ideas which may improve health and safety
  - Any work related or personal injury or illness (where it may affect their ability to work safely)
  - Any work-related incident they witness, including bullying and harassment
  - Hazards and incidents including any malfunction or inadequacies of equipment
  - Correct minor hazards as applicable.

## 4. SELECTION CRITERIA

### ESSENTIAL

1. Demonstrated experience in successful management of multi-million dollar contracts or projects.
2. Demonstrated ability to interpret and implement policies and legislative requirements into operations to achieve KPIs.
3. Demonstrated ability to plan at a strategic level to coordinate a range of activities across a number of teams.
4. Demonstrated work organisational skills to develop, manage, motivate and control work teams to achieve contractual and organisational goals and objectives.
5. Demonstrated expertise, research skills and innovation to resolve complex and multi-faceted problems.
6. Excellent oral communication skills with the ability to mediate and negotiate issues between parties to effectively resolve major conflicts and problems.
7. Demonstrated ability to write complex non-standard correspondence, reports, submissions and proposals that require original content. Well-developed word processing and computer application skills.
8. Demonstrated ability to communicate effectively and sensitively with Indigenous people.
9. Demonstrated experience or awareness of issues affecting people in remote Indigenous communities.
10. Demonstrated ability to provide effective leadership in a cross-cultural environment.
11. Demonstrated knowledge and competence to be a safety leader and maintain a safe workplace.

12. Tertiary qualifications relevant to the role, or equivalent experience.
13. Minimum of 5 years' experience in a relevant management role and/or employment services.

#### DESIRABLE

1. Previous experience in a similar position within the NT Territory Local Government system.

#### MANDATORY REQUIREMENTS

1. Be an Australian Resident or provide the current, relevant Visa to work within Australia (Please note that RGRC do not currently undertake sponsorship).
2. Current Criminal History Check (issued within three (3) months) or undertake Criminal History Check prior to commencement of employment and renew as required throughout period of employment, or as per the Criminal History Check Policy.
3. Current Northern Territory "C" Class Drivers Licence with manual driving capacity.
4. Current Working with Children Clearance (OCHRE Card) required at the commencement of employment or a current receipt of an application for an exemption to be approved by SAFE NT.
5. Provide evidence of COVID-19 Vaccinations

#### TRAVEL REQUIREMENTS

This position is based in Katherine and you may be required to travel and work in remote communities, including overnight stays, in the Roper Gulf Regional Council area.

#### 5. ACKNOWLEDGEMENT

<b>GENERAL MANAGER</b>		<b>Date:</b>	<b>Signature:</b>
<b>Employee Name</b>		<b>Date:</b>	<b>Signature:</b>