

Employment Information Package



Acquisition and Property Holdings Advisor

Position number: POS1850

Enquiries:

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Position: Acting Executive Leader Strategy and Innovation

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Application closing date: 3.00PM, MONDAY, 6 FEBRUARY 2025



City of
LAUNCESTON

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www.launceston.tas.gov.au

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Address all correspondence to:

Manager People and Culture
City of Launceston
PO Box 396
LAUNCESTON TAS 7250

Email address: contactus@launceston.tas.gov.au

When emailing your application, attachments should be sent in either Word (.doc/.docx), PDF (.pdf), TIFF (.tiff), JPEG (.jpg) or Excel (.xls/xlsx) formats.



Introduction

Launceston is the regional hub of Northern Tasmania and enjoys a rich natural and social history. Located at the head of the picturesque Tamar Valley, the Launceston region is renowned for its award-winning wines, gourmet dining experiences, magnificent natural features and friendly residents. Our city is human scale. A series of green and wild spaces linked by heritage streetscapes and thoughtful adaptations. A real blend of old-world and new, tradition and innovation.

The City of Launceston municipal area covers an area of 1,405 square kilometres with a population of around 71,000 residents.

The City of Launceston is Tasmania's largest municipal council in terms of population and revenue. Launceston boasts all the major facilities of a much larger city, many of which are owned and operated by the City of Launceston.

The City of Launceston is served by 12 Councillors, including the Mayor and Deputy Mayor.

Click [here](#) to view City of Launceston's strategic and annual reporting.

City of Launceston organisational chart

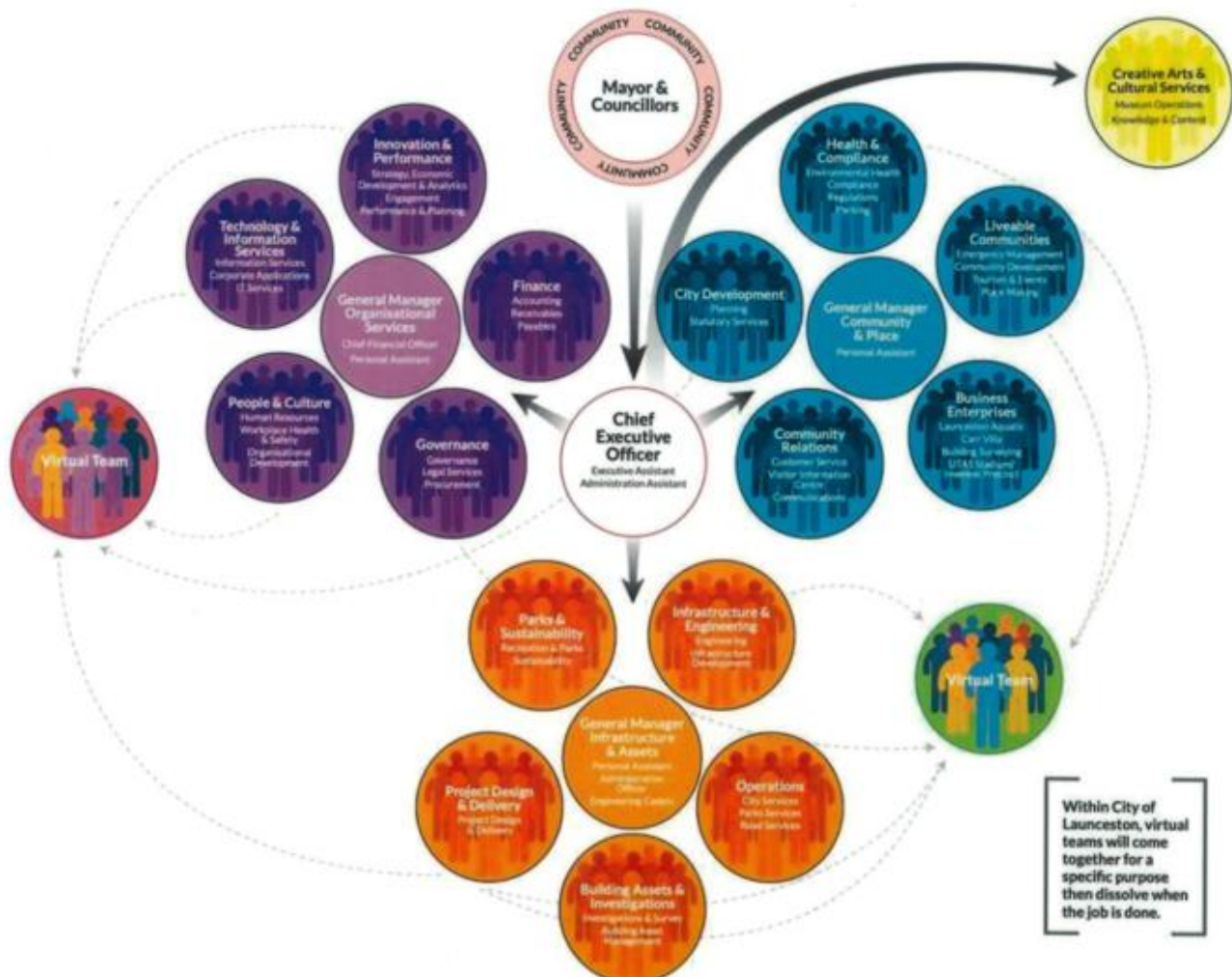
The City of Launceston is recognised as an Employer of Choice by the Tasmanian Government.

An Employer of Choice is a workplace that demonstrates contemporary workplace practices and provides outstanding support for its staff.

The Council employs around 570 employees across a range of responsibilities.



At City of Launceston we are an agile organisation, with teams being more empowered and self-managing



Organisational values

At the heart of our organisation are our four organisational values. Our employees are expected to adhere to, support and promote our values at all times.

Our aim is to attract and retain people who share our values and want to be a part of our positive workplace culture. Before submitting your application please review our values and decide if they are a good fit for you.



OUR PEOPLE MATTER

- We value clear and open communication
- We support and encourage each other
- We respect diversity
- We recognise individual needs, experience and strengths



WE CARE ABOUT OUR COMMUNITY

- We take pride in our work and pursue a standard of excellence
- We genuinely listen, and value collaborative relationships
- We strive towards the best outcome for our community
- We make responsible and sustainable decisions



WE BRING AN OPEN MIND

- We actively seek opportunities to continuously improve
- We respect and explore different ideas and perspectives
- We embrace change that leads to positive outcomes
- We value innovation and creativity



WE GO HOME SAFE AND WELL

- We show care for people and look out for one another
- We speak up and support others to be healthy and safe
- We take personal responsibility for our own health and wellbeing
- We value work-life fit

Information for applicants

City of Launceston is an equal opportunity employer. Our workforce is diverse, inclusive, flexible and family-friendly.

We value the different backgrounds, skills and contributions of all employees and treat each other and our community with respect.

We want opportunities at City of Launceston to be accessible and attainable to all candidates. If you are interested in this role but have concerns about your suitability, please talk to us before submitting your application.

Please read this information carefully, as it will help you with the preparation of your employment application.

When applying for this position, you must provide the following documentation:

1. Covering letter
2. Statement addressing the selection criteria (**highlighted criteria only**)
3. Resume

The online Application for Employment can be [accessed here](#) (you will be asked to attach your supporting documentation)

1. Your covering letter should introduce you and explain why you are applying for the role.
2. All recruitment and selection decisions are based on merit. The most suitable person in terms of skills, knowledge, qualifications, relevant experience, alignment with organisational values and work attitudes is selected for the position. Selection is based on the assessment of each application in relation to the selection criteria identified in the position description. The position description is included later in this information kit.

The selection criteria consists of the qualifications, knowledge, skills, attitudes and abilities required to successfully perform the role. You must provide a statement that addresses each highlighted selection criterion for the role. Your statement should include examples that demonstrate how you meet each criterion.

Please see information here on how to address the [Selection Criteria](#).

3. Your resume should provide details of your qualifications, work history, special skills, training and competency details and referees, plus any other information that may support your application. Be clear and informative. Include the names, position titles, addresses and telephone numbers of at least two work referees.

If we can assist you with any reasonable adjustments in order to submit your application for this role, please contact the People and Culture Team via email at contactus@launceston.tas.gov.au, noting your preferred method of communication and contact details and a member of the team will be in touch.

Recruitment steps

1. Application received
2. Shortlisting
 - Shortlisted applicants will be contacted by telephone or email to arrange an interview.
 - Unsuccessful candidates will be advised by email.
3. Interview
4. Pre-Employment Checks:
 - Reference Check
 - Police Check
 - Medical Assessment
 - Drug and Alcohol screening

All costs covered by City of Launceston
5. Suitability determination and preferred candidate identified
6. Letter of Offer

Employee benefits

- Our employees have access to discounted health insurance options through St Luke's Health and BUPA.
- Employees have access to a free EAP service, which provides support and counselling for personal and work related issues, coaching and advice for leaders and counselling assistance for immediate family members.
- We are committed to providing a working environment that is sufficiently flexible to meet the operational requirement and workload demands of the City of Launceston while accommodating, where possible, the needs of our employees.
- Discounted membership at Launceston Aquatic.
- Discounts at the Museum Gift shop.
- Additional leave: employees may request to purchase an additional two or four week's additional leave per year to help manage family/carer responsibilities or other special circumstances.

General conditions of employment

Position title	Acquisition and Property Holdings Advisor
Employment terms	3-year fixed term Contract
Working pattern	5-Day week
Total remuneration	\$132,537 - \$144,062* <i>*Total remuneration includes superannuation, as detailed below</i>
	Base salary \$115,000 - \$125,000
Superannuation	Employer contribution of 15.25%

- **Annual leave:** employees are entitled to 4 weeks (pro-rata for part-time employees) annual leave per year, plus leave loading.
- **Personal leave (for sick and carer's leave):** employees are entitled to two weeks (pro-rata for part-time employees) personal leave per year, if they are unable to attend work due to personal illness/injury or to provide care for a spouse/partner or immediate family member.
- **Paid parental leave:** employees are entitled to fourteen weeks paid (or twenty eight weeks at half-pay) parental/adoption leave for the primary carer; two weeks paid leave for the secondary carer.
- **Long Service Leave:** Long service leave applies after 7 years continuous service.

The City of Launceston Enterprise Agreement 2021 is available [here](#)

The City of Launceston Leisure and Aquatic Centre Enterprise Agreement 2022 is available [here](#)

Position Description

Position Description Form - Officer

PF NUMBER:		POS NUMBER:	1850
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POSITION TITLE:	Acquisition and Property Holdings Advisor
AWARD CLASSIFICATION:	Contract
EMPLOYEE:	Vacant
TEAM:	Strategic Projects
NETWORK:	Strategy and Innovation
REPORTS TO:	Strategic Projects Advisor
PREPARED BY:	Rosanna Coombes
DATE:	12 December 2024

APPROVED BY:	
NAME:	Sam Johnson
POSITION:	Chief Executive Officer
SIGNATURE:	

POSITION PURPOSE (Why does this position exist)
<p>This position is responsible for the strategic assessment of property assets, including feasibility studies, planning, project management, and evaluation of properties for acquisition, development, or disposal. The role will drive strategic property investment initiatives that align with the City of Launceston's Strategic Plan, Annual Plan, and Capital Program, contributing to the organisation's key priorities and long-term community outcomes.</p> <p>The role will provide high-level project management, strategic engagement, and facilitation skills to deliver property-related projects requiring cross-organisational collaboration. These projects may include the development of investment strategies, and integrated strategies and plans that optimise or repurpose property use and facilitate the delivery of initiatives and services.</p> <p>Current projects the role may be engaged in include identifying and evaluating property for disposal or redevelopment, and facilitating strategic land acquisitions to support Council operations, or deliver community outcomes. The role will also support initiatives that optimise property investment returns, improve asset utilisation, and enhance community benefit through property-related decision-making.</p> <p>The role will be responsible for ensuring efficient project delivery, addressing roadblocks, and fostering effective collaboration among team members and stakeholders. The Acquisition and Property Holdings Advisor will ensure projects are delivered on time, within budget, and to the required quality standards while achieving agreed-upon outcomes aligned with the City's strategic objectives</p>

City of Launceston is a values-based organisation, which means that we employ people who share and display our values



Our people matter

- we value clear and open communication
- we support and encourage each other
- we respect diversity
- we recognise individual needs, experience and strengths



We care about our community

- we take pride in our work and pursue a standard of excellence
- we genuinely listen, and value collaborative relationships
- we strive towards the best outcome for our community
- we make responsible and sustainable decisions



We bring an open mind

- we actively seek opportunities to continuously improve
- we respect and explore different ideas and perspectives
- we embrace change that leads to positive outcomes
- we value innovation and creativity



We go home safe and well

- we show care for people and look out for one another
- we speak up and support others to be healthy and safe
- we take personal responsibility for our own health and wellbeing
- we value work-life fit

Accountabilities	Activities/Tasks include:	Success looks like ...
General		
City of Launceston's Values	Behave in a way that supports the City of Launceston's values. <ul style="list-style-type: none"> • Our people matter • We care about our community • We bring an open mind • We go home safe and well 	Demonstrates, through behaviour, an alignment to and an understanding of our values
Technology	Use technology and information to maximise efficiency and effectiveness.	New and existing technologies are utilised effectively.
Collaborate	Work collaboratively within your team and across networks. Support delivery of the Network's strategic and annual plan actions. Work with horizontal teams as relevant to technical role accountabilities.	Actively participating in team meetings/tool box meetings, by offering ideas and suggestions and providing feedback Collaborative opportunities are sought across Networks
Innovation	Encourage and be proactive in developing a culture of introducing new and improved work practices and projects within your team and your network.	Improved work practices and projects.
Technical		
Strategic Property Utilisation and Investment	<ul style="list-style-type: none"> • Lead the planning and evaluation of strategic property initiatives identified by the Executive Leadership Team (ELT) to support organisational goals. • Conduct feasibility studies and prepare business cases and financial models for acquisitions, disposals, or redevelopment opportunities. • Oversee due diligence activities, including environmental assessments, land use planning, and financial analysis. 	Delivery of strategic property projects and initiatives that align with Council's strategic priorities and contribute to long-term community outcomes.
Project Management	<ul style="list-style-type: none"> • Plan, execute, and deliver property-related projects of strategic significance, ensuring they are completed on time, within budget, and to the required standards. • Address project risks and roadblocks, implementing solutions to maintain progress. • Monitor project progress, ensuring alignment with objectives and compliance with relevant legislation, policies, and guidelines. • Prepare detailed reports and recommendations to inform ELT and Council decision-making. 	Projects are delivered on schedule, within budget, and to specified quality standards, demonstrating efficient use of resources.
Communication, Engagement and Collaboration	<ul style="list-style-type: none"> • Maintain open communication with and clear direction for all relevant project staff and management to facilitate awareness of key activity on the project. 	Effective engagement with ELT and Council staff, external service providers, and stakeholders, to foster strong

Accountabilities	Activities/Tasks include:	Success looks like ...
	<ul style="list-style-type: none"> • Facilitate cross-organisational collaboration and engagement with internal and external stakeholders, including consultants, developers, and community representatives. • Lead internal working groups or multi-disciplinary teams • Build and maintain productive relationships to support project outcomes. • Coordinate with legal and regulatory bodies to ensure property transactions comply with all requirements. • Facilitate community consultation processes related to property projects, ensuring transparency and inclusiveness. 	relationships and ensure alignment of project objectives.
Consultant management	<ul style="list-style-type: none"> • Engage and provide direction and advice to consultants where required to facilitate delivery of projects. 	Program of projects delivered
Reporting and compliance	<ul style="list-style-type: none"> • Monitor project progress, ensuring alignment with objectives and compliance with relevant legislation, policies, and guidelines. • Prepare detailed reports and recommendations to inform Council decision-making. 	<ul style="list-style-type: none"> • Accurate, timely reporting and adherence to legal and policy requirements • Councillors, ELT and project participants are informed on project progress
Work Safely with a Duty of Care for fellow employees and ensure procedural compliance	<p>Perform all work in a safe manner in accordance with the City of Launceston's Occupational Health and Safety Policy and Procedures</p> <p>While at work, a worker must –</p> <p>(a) take reasonable care for his or her own health and safety; and</p> <p>(b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and</p> <p>(c) comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act; and</p> <p>(d) cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers.</p> <p>(Section 28 Work Health & Safety Act 2012)</p>	We go home safe and well.

Note: Whilst the key functions and responsibilities for the role are set out above, the Council may direct an employee to carry out such duties or tasks that are within the limits of the employee's skill, competence and training.

WORKING WITH VULNERABLE PEOPLE CHECK	
	Yes/No
Working with Vulnerable People Check required?	No
<i>If yes, include in Selection Criteria table below</i>	
National Police Check required?	No
<i>If yes, include in Selection Criteria table below</i>	

SELECTION CRITERIA
POSITION REQUIREMENTS/COMPETENCIES
Organisational
<ul style="list-style-type: none"> Community Focussed: considers community/customers in decision making Communicate and Engage: demonstrates self-awareness & encourages open discussions & contributions from others Create and Innovate: displays initiative & considers different ideas and perspectives Safety Focussed: takes responsibility for own and team's health, well-being and self-care
Position Specific
<ul style="list-style-type: none"> Strong analytical skills with the ability to assess options and develop strategic recommendations High-level skills in preparing business cases, financial models, and feasibility assessments Strong interpersonal and negotiation skills, with the ability to build and maintain relationships with a diverse range of stakeholders, including internal teams, developers, consultants, and the community. Ability to deliver complex multi-disciplinary projects
QUALIFICATIONS AND EXPERIENCE
<ul style="list-style-type: none"> Minimum 5 years' experience in the management of complex projects. Relevant tertiary qualifications and experience in property management, urban planning, real estate, or a related field. Demonstrated experience in leading and managing complex, multi-stakeholder projects, including financial and risk management.

REPORTING STRUCTURE	
Manager	Strategic Projects Advisor
Direct Reports	Nil

KEY RELATIONSHIPS (External and Internal Customers, Supplier, Colleagues, etc)	
Internal	Nature of Relationships
Executive Leadership Team	Provide information and advice.
Senior Leader, Strategy and Innovation	Provide information and advice.

Strategic Projects Advisor	Sounding board on initiatives and proposals. To seek support on actions and initiatives relative to roles and responsibilities.
Senior Leaders	Collaborate and provide information and advice.
Functional Area Team Leader/Coordinators	Collaborate and provide information and advice.
Councillors	Provide information and advice.
Committees of Council	Provide information and advice.
External	Nature of Relationships
Consultants	Scope services and manage delivery
Government Departments	Collaborate and engage on projects
Property owners, agents, and developers	Project liaison and engagement

DELEGATIONS & AUTHORISATIONS (Local Government Act, By-Laws etc)	
Purchasing Approvals	Limit \$

Confidentiality

Staff are

- a) Able to access; or
- b) May be exposed in the course of performing their duties to information that may be related to individuals, organisations or the general dealings of the City of Launceston. Some of this information will be of a sensitive nature – either within or external to the organisation.

By accepting this position the employee undertakes:

- a) To keep all information that they are exposed to confidential during and after their period of employment with City of Launceston. Information should never be disclosed outside of the organisation and only be disclosed to other employees if there is a need within the context of the task being performed.
- b) To not access any information within the organisation's systems that is not directly relevant to their work.
- c) To abide by the requirements of the Confidentiality and Privacy clause of the relevant Enterprise Agreement.

OTHER RELEVANT INFORMATION
<p>Expectations of a City of Launceston employee:</p> <ul style="list-style-type: none"> • Have strategies in place to enhance their own health and well-being, manage stress and maintain professionalism; • Seeks feedback broadly and asks others for help with own development areas; and • Translates feedback into an opportunity to develop.



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