

General Manager Roma Saleyards

About:

- Roma, QLD
- Fixed-term (3 year) Contract
- Performance based contract to achieve key performance indicators (KPI) in accordance with the Performance Plan and as directed by Council's CEO
- Create and implement commercial business opportunities
- Executive leadership position which contributes to strategic and corporate planning
- Operate in a context that is subject to constant regulatory, economic, and social change
- Build stakeholder relationships within and beyond the Maranoa Region

Context:

The General Manager Saleyards operates in a context that is subject to constant regulatory, economic and social change. In particular, changing customer requirements and economic fluctuations and shifts in a changing regulatory environment.

As a member of the Office of the CEO, the successful incumbent will form constructive and productive relationships within and outside the Commercial Business team, including internal executives, to make sure that commercial business opportunities and concerns are raised appropriately for sound decision making by Council. This role will contribute openly and constructively as a member of Council's Executive Leadership Team.

Purpose:

To lead the Saleyards business team by creating the conditions for efficient, effective and coherent commercial business services for its customers.

A strong candidate for this role will have:

- Current C (Car) Class Driver Licence
- Degree with study and experience in the discipline of Business / Agribusiness (or other related field of study); or
- Extensive and diverse experience relative to an equivalent standard of expertise and competence sufficient to perform the duties of the position

To apply:

Upload your application (including Covering letter & Resume) to Council website www.maranoa.qld.gov.au/careers by closing date.

Should you prefer submitted a hard copy application, please visit one of Council's Customer Service Centres or contact Council's Recruitment Team for more information.

Closing date: 5:00pm Monday, 1 August 2022

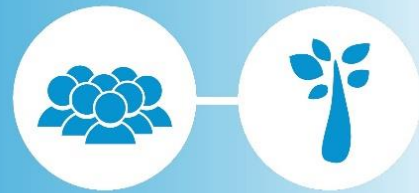
For more information:

Website: www.maranoa.qld.gov.au

Telephone: 1300 007 662

POSITION DESCRIPTION

General Manager Saleyards



About the position

Profile

Position title	General Manager Saleyards
Position number	1063
Department	Office of the CEO
Current location	Roma Saleyards
Classification	Contract
Reports to	Chief Executive Officer
Date last reviewed	13 July 2022

Purpose and objectives

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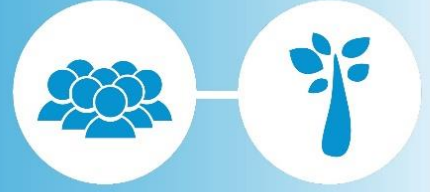
Key responsibilities

Commercial Services

- Design and deliver commercial asset management services by maintaining and managing Council's major commercial Saleyard assets to a standard that maximises business performance.
- Establish business metrics against which each of Council's commercial businesses will be assessed and reported.
- Manage Council's commercial Saleyard's business in accordance with metrics agreed by Council.

POSITION DESCRIPTION

General Manager Saleyards



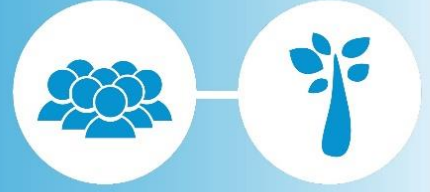
- Ensure Council consistently provides high quality and responsive business services by:
 - Constantly reviewing and making changes to services against identified and changing needs of the organisation and community
 - Promoting sustainable economic development by developing and implementing strategies that improve the standards and economic health of the facility and facilitate attraction, retention and expansion
 - Marketing and developing products and services to maximise the economic benefits to the region
 - Delivering maintenance functions in accordance with relevant policies and standards whilst achieving best value for money
 - Providing efficient and effective processes in accordance with organisational policies
 - Providing safe, efficient, and effective saleyards management services
 - Designing, implementing and managing policies and processes that support the consistent delivery of high quality and effective commercial business services that are positive and customer focused
 - Utilising feasibility and cost feasibility studies that present potential economic opportunities
 - Researching options with cost benefit analysis of the saleyards
 - Under budgetary management, providing progressive profit/loss reports and five year maintenance programs with costings
 - Developing pricing strategies to ensure delivery of committed customer service levels and outcomes
 - Building effective relationships and partnerships across stakeholder groups including regional and industry skills to ensure revenue and billing is equitable and sustainable with the aim to reduce cost to service our customers
 - Delivering a customer engagement framework which allows effective communication to all the stakeholders
 - Achieving annually agreed capital and business project key performance indicators (KPI's).

Performance

- Support Council as a high-performance organisation by:
 - Ensuring that all staff have clearly defined responsibilities, objectives and performance criteria covering their positions
 - Implementing and managing individual performance that flows from organisational goals and priorities
 - Identifying technical and leadership needs and developing solutions to mediate organisational gaps
 - Contributing to Council's strategic and corporate planning for meeting stakeholder needs now and into the future
 - Actively participating in a regular performance reviews consistent with councils' performance development system and relevant staff policies

POSITION DESCRIPTION

General Manager Saleyards



Continual Improvement

- Support and apply commercial business policies, practices, and standards by:
 - Consistently communicating the value, benefits and opportunities created by the work of the saleyards business team
 - Monitoring, reviewing and recommending improvement to processes and policies based on the needs of internal and external customers as well as legislation

Leadership

- Provide leadership and management to the saleyards through:
 - Mentoring, supporting and developing team members
 - Monitoring and managing the team's performance
 - Leading the saleyards team to achieve the commercial business objectives
 - Effective budgetary management

Other

- Assume the accountabilities and responsibilities as per the relevant role dimensions and delegations for the position.
- Undertake duties within the skill level, competence and training, consistent with the applicable level within the Award, in any area of Council as required.
- Demonstrate a strong commitment to Maranoa Regional Council's values and team goals:

Our values

- ✓ Striving for excellence
- ✓ Being respectful
- ✓ Showing empathy
- ✓ Ensuring honesty
- ✓ Providing transparency
- ✓ Encouraging innovation and efficiency
- ✓ Demonstrating accountability
- ✓ Ensuring the safety of our teams and community
- ✓ Thinking about today and tomorrow

Our teams' goal

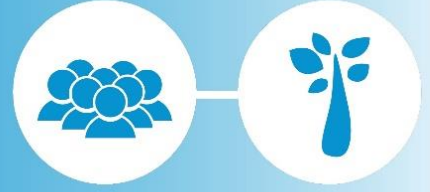
- ✓ **Quality** in our services and projects
- ✓ **Safety** of our teams and community
- ✓ Management of our natural and built **Environment**
- ✓ **Affordability** of our current and future communities

Key performance indicators (KPI)

- Achieve set key performance indicators (KPI) in accordance with General Manager Saleyards Performance Plan, and as directed by the Chief Executive Officer.
- KPI progress and outcomes are accurately recorded and reported to the Chief Executive Officer

POSITION DESCRIPTION

General Manager Saleyards



About the person

Qualifications and experience

- Current C (Car) Class Driver Licence
- Degree with study and experience in the discipline of Business / Agribusiness (or other related field of study); or
Extensive and diverse experience relative to an equivalent standard of expertise and competence sufficient to perform the duties of the position

Required skills and experience

- Substantial industry experience and demonstrated capacity to ensure legislative compliance.
- Demonstrated ability to adapt to a changing environment and effectively adjust priorities in accordance with economic, regulatory and social changes.
- Highly developed interpersonal skills to foster and maintain productive working relationships with senior and executive leaders, key stakeholders and customers, including the ability to communicate, negotiate and work collaboratively across all levels
- Ability to contribute to the development and implementation of financial plans, asset management plans, and annual budgets.
- Demonstrated experience in working to achieve key performance outcomes on time and within scope and budget.
- Ability to identify, explore and seize opportunities that are aligned to Council's strategic plan.
- Highly developed written skills with an eye for detail and demonstrated ability to prepare quality reports, policies and processes for diverse audiences.
- Demonstrated ability to manage sensitive and confidential matters with professionalism, integrity, tact and impartiality.
- Demonstrated ability to effectively manage time, plan and set priorities and organise own work to achieve individual and department objectives within agreed timeframes despite competing priorities.
- Experience in leading positive change and promoting organisational vision, mission, values, goals and priorities.
- Ability to work as a member of a team as well as independently, demonstrating initiative, adaptability and professionalism in the workplace.
- Previous experience working in local government or similar environments will be highly regarded but is not essential.