



**Edward
River**
COUNCIL

FAST TRACK FOR GROWTH

EDWARD RIVER COUNCIL

**PRIORITY LEADERSHIP ROLES
CANDIDATE PACK**



Photo courtesy of Yarkuwa
Indigenous Knowledge Centre.



ACKNOWLEDGEMENT OF COUNTRY

The Edward River Council acknowledges and embraces the First Nations Peoples, the Wamba Wamba/Perrepa Perrepa Peoples, as the Traditional Owners of the Lands within the Edward River Council area.

The Edward River Council also recognises the diversity of different cultures within our community and their contribution

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FAST TRACK FOR GROWTH

Join an organisation where you're on a fast track for growth... whatever that looks like for you. Whether you are focused on growing your career, your family or yourself, Edward River Council is wide open for opportunity.

It's an exciting time to be at Edward River Council.

We have embarked on a growth trajectory to create a thriving, sustainable community with an enviable riverside lifestyle. We are planning to double our population, expand our residential, commercial and industrial opportunities, and put in place the services and infrastructure to support a quality lifestyle for current and future residents.

Edward River Council is investing in our community, our lifestyle and our people. We are now recruiting for new roles on our high-performing leadership team, and for specialist roles in high impact areas.

CHOOSE EDWARD RIVER FOR YOUR NEXT MOVE

Why choose between a rewarding career and a great lifestyle for you and your family? Edward River Council has both. Our area is the centrepiece of the Riverina Murray region, a naturally beautiful location, with vast open spaces. The commercial centre of Deniliquin sits on the Edward River which gives the area a well-deserved reputation as a destination for leisurely holidays and relaxed living. With a welcoming community, good education and medical facilities, and a range of large local employers, the region is an ideal place for singles, couples and families.

If you want more authentic living, to be part of a community that works together to realise its future, and to see the impact of your work on the people around you, choose Edward River Council. Come for the opportunity and stay for the lifestyle.





ABOUT EDWARD RIVER COUNCIL

Edward River Council is in the Riverina region of New South Wales. Our local government area covers almost 9,000 km² including the commercial and residential centre of Deniliquin, and six rural villages of Blighty, Boooroban, Conargo, Mayrung, Pretty Pine and Wanganella.

We provide more than 40 services to our community and manage an annual budget of \$34.09 million (2023). We manage 1,600km of roads, and have 5,018 rateable properties.

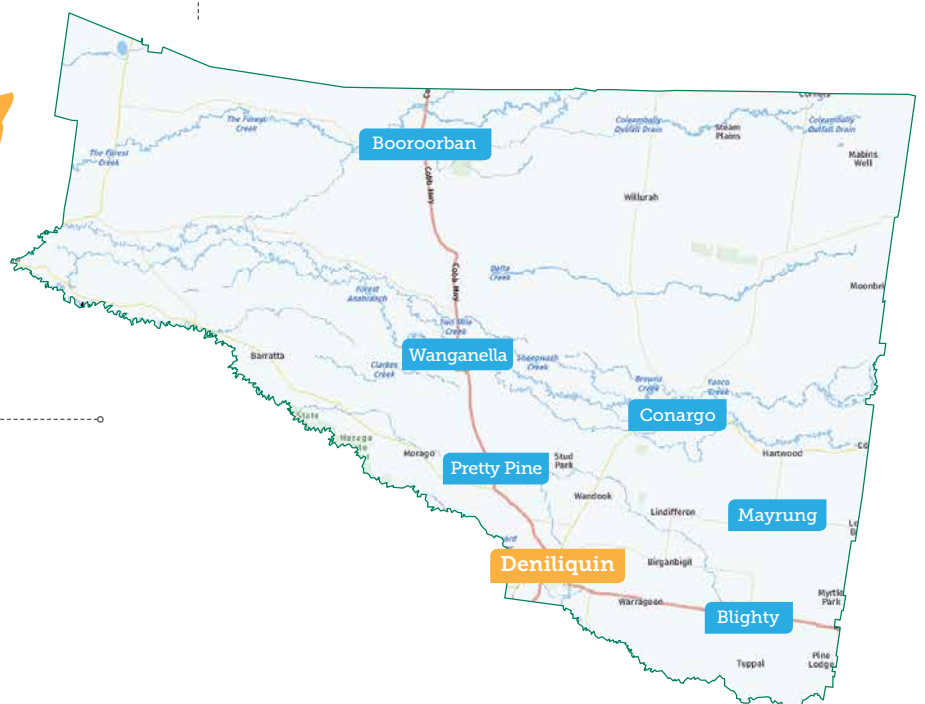
The region has a population of approximately 9,000 people who call this home. Residents are mainly employed in agriculture, forestry and fishing, health care and social assistance and retail trade.

The Edward River Council area is predominantly rural with the land used largely for agriculture, particularly sheep and cattle grazing and rice, wheat and canola growing, with some forestry.

OUR LOCATION

Edward River Local Government area is located in the southwest Riverina of NSW and is approximately 3 hours north of Melbourne, 2 hours west of Albury and 7 hours southwest of Sydney. The area is known for its incredible natural beauty punctuated by the Edward River (Kolety), a bountiful agricultural industry and its vibrant community. These characteristics make our region an ideal place to live, work, invest and play.

The commercial centre of Deniliquin is located on the Cobb Highway and the Riverina Highway. Commercial flights are available from regional airports at Bendigo Albury, Melbourne and Wagga Wagga, all within a two to three hour trip, and the region is well served by public transport including coach and rail links.





LIVING IN THE EDWARD RIVER REGION

HOUSING

The current median housing price is \$350,000 with average rental around \$385 per week, making Deniliquin a very attractive option for those seeking to live in our area or invest in property.

Choose from a house on the river, an easily maintained modern unit, a five-acre block five minutes from work, or a sprawling rural property. It's all within reach.

A senior living over-65s estate is currently under construction with stylish new villas catering for those wishing to experience the best of country life with an active retirement.

If you never thought you could afford to buy a home with lifestyle, think again when you move to Edward River.

EDUCATION FACILITIES

There are excellent schooling options in the Edward River region, with one secondary school (7-12) and four K-6 primary schools (including one Catholic school). In addition, the nearby villages of Conargo, Blighty and Mayrung each boast their own primary school.

For families with older children or partners wishing to further their education, NSW TAFE has a campus in Deniliquin, offering courses from bachelor's degrees through to various vocational Certificates and short courses.

University campuses within a two-hour drive include the University of Melbourne (Shepparton and Dookie), La Trobe University (Shepparton and Bendigo), and Monash (Bendigo). Within 2.5 hours students can access Charles Sturt University and UNSW in Albury. Council is currently advocating for a Country University Centre to be established in Deniliquin that will offer degrees from over 40 academic institutions.

HEALTHCARE

Deniliquin has its own excellent public hospital, a Community Health Centre and mental health service, along with large public and private hospitals within easy reach in Echuca, Bendigo, Shepparton and Albury. The region is well served by a number of medical centres, private health centres, dental practices and aged care facilities.

SHOPPING & DINING

Deniliquin is the main hub for shopping featuring two major supermarkets and a range of independent stores, with a variety of popular chain stores and specialty boutiques. You will find dining options that range from local pubs and cafes to more refined local restaurants. Good coffee is everywhere, and when the town comes to life at night, you can experience a whisky bar, muso jam sessions and open mic nights.

ARTS & CULTURE

A move to the country doesn't mean moving away from the arts and cultural activities you enjoy. Edward River has a thriving regional arts scene and is home to the highly regarded Outback Theatre for Young People, South West Arts and the South West Music Regional Conservatorium. The Conservatorium provides instrumental and vocal programs for students and adults, a mini musicians program for children 0-5 years old, as well as hosting regular recitals and fine music concerts by visiting artists.

Edward River Council's Community and Economy team works with regional groups to develop and stage cultural events throughout the year, and the magnificently restored Deniliquin Town Hall hosts a regular program of films, plays and concerts.

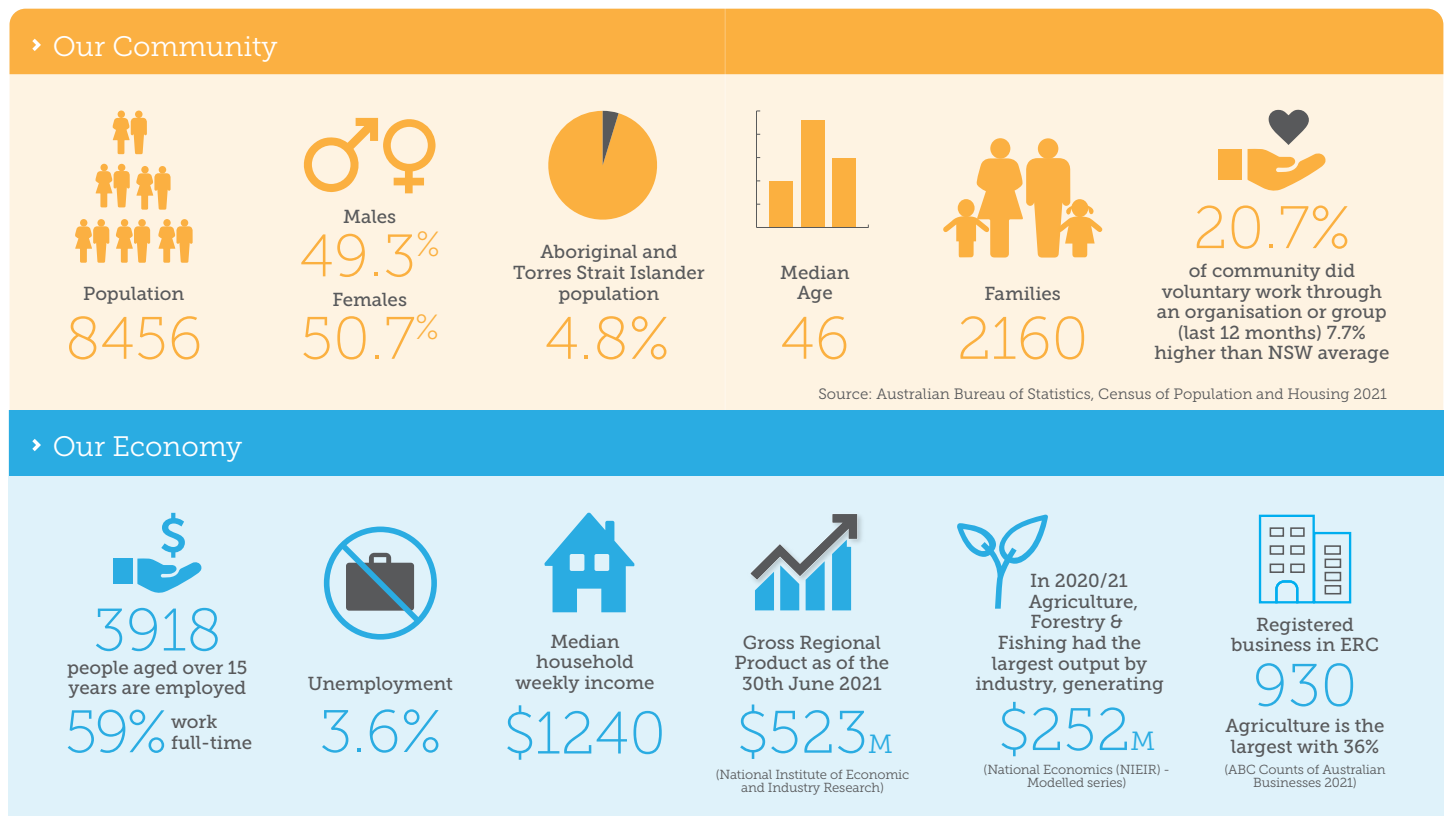


SPORT & RECREATION

Sport is a fantastic way to become a part of your new community. The Edward River region boasts a number of excellent sport and recreational facilities, including the Deniliquin Sports Stadium which plays host to basketball, indoor netball, cricket and many other sports. Sporting clubs abound in the region including football, netball, soccer, rugby union and tennis to name a few. If you prefer more leisurely pursuits and getting outdoors the region is a haven for exploring local waterways, bush walks and local parks and gardens. Deniliquin has an outdoor pool open seasonally and an indoor heated pool open year round.

CLIMATE

The climate in Deniliquin is conducive to our year-round outdoor lifestyle, with hot dry summers, sunny springs, mild autumns, and cool winters. Our summer average is 32 degrees Celsius, and winter 15 degrees Celsius. The town is adapted to its climate and the abundance of water, cool green spaces and large shady trees make for pleasant living whatever the season.





WORKING AT EDWARD RIVER COUNCIL

OUR VISION

Investing in our future

OUR STRATEGIC DIRECTION

Our strategic direction is framed by an Integrated Planning and Reporting Framework, at the top of which sits our Community Strategic Plan “Edward River 2050”. The strategic outcomes of this plan which guide the work of Council are:

- **Shaping the future** - Protect and enhance both our natural and built environment as we grow.
- **An open and connected community** - Build capacity and access to freight, transport, information, and cultural links within and beyond our region.
- **Encouraging growth through partnerships** - Invest in, promote, and celebrate living, working and visiting the Edward River experience.
- **Delivering community assets and services** - Develop and maintain public infrastructure that supports local businesses to grow and attract new investment.
- **Accountable leadership and responsive administration** - Councillors are leaders in the community who are informed and responsive to the community’s expectations.

Underpinning the Plan is our resourcing strategy which has delivered an Asset Management Policy and Strategy, a Workforce Management Plan and Long-Term Financial Plan.

We are currently developing a number of new strategies to support and guide our work and future investment including our first Growth Strategy, a Communications and Community Engagement Strategy, a new Disability Inclusion Action Plan (DIAP) and a number of asset management plans.





OUR VALUES

We live our values every day, and they guide our decisions, actions, and the way we interact with each other and our community. Edward River Council has adopted a set of values which were developed through a consultative process involving staff across the whole organisation.

All Council employees are expected to demonstrate our corporate values when undertaking their roles and making decisions that affect our customers and community:

Leadership - We seek to provide strong leadership for our community and customers. We lead with empathy and integrity.

Excellence – We strive for excellence and continuous improvement: in who we are, in how we work, and in how we deliver results for our community.

Accountability – We are open, honest, and transparent in how we do business, the decisions we make and the actions we take.

Delivery – we are committed to delivering results to our community and outstanding service to our customers.

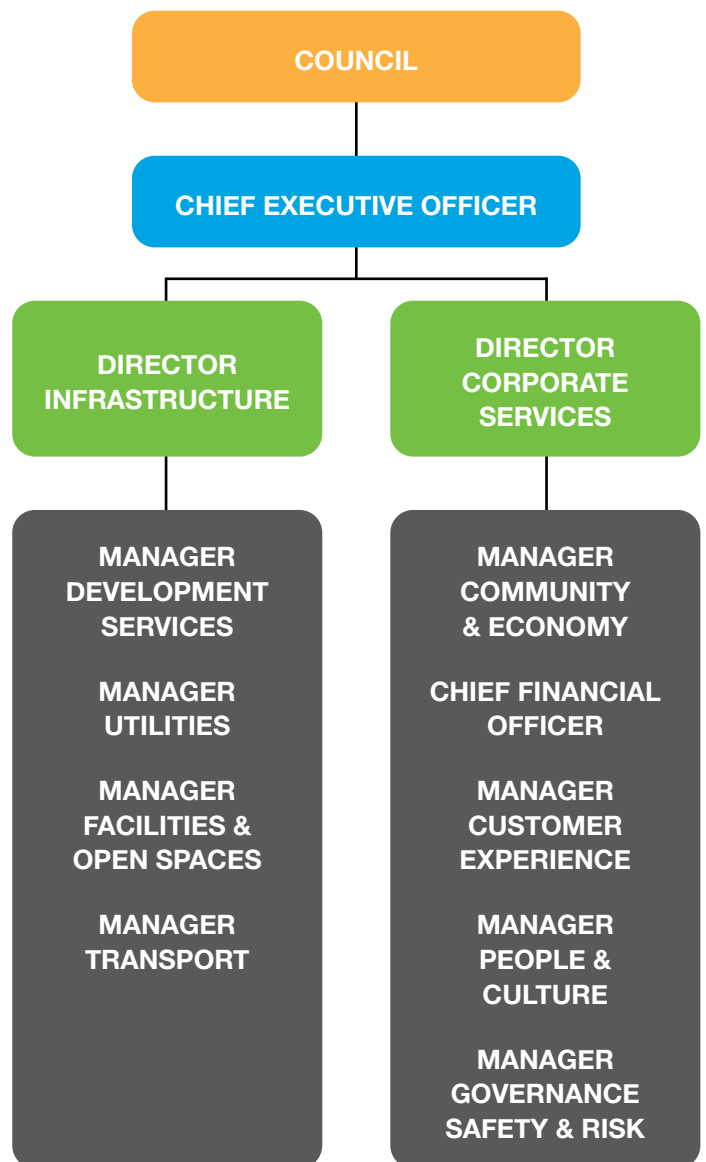
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ORGANISATIONAL STRUCTURE

Edward River Council's organisational structure comprises the Office of the Chief Executive Officer and two Directorates: Corporate Services and Infrastructure. Together, the CEO and two directors comprise the organisation's Executive Management Team and are responsible for providing the organisation with strong effective leadership in delivering a diverse range of Council services to the community. The Executive is supported by a management team and key staff who are responsible for delivering Council's services and meeting community expectations.





OUR PEOPLE

Council is one of the region's larger employers, with 133 full time equivalent staff. Edward River Council people are passionate about our region and working together to make our community a better place.

We work with purpose and see those results immediately reflected in the services and support our residents and visitors enjoy.

Staff benefit from values-based leadership from a team that works with energy and empathy. The organisation encourages staff to access a range of internal leadership and training programs available to them. Council is a safe workplace that provides equal opportunities for staff, and a collaborative, supportive and enjoyable work environment.

While the majority of our corporate team members are located in the attractive Civic Precinct in Cressy Street, a number of staff are based in the community or work from other locations including:

- Works Depot
- Library
- Airport
- Deniliquin Town Hall
- The Peppin Heritage Centre / Visitor Information Centre
- Landfill and transfer stations in Deniliquin, Blighty and Conargo

> Staff numbers

Staff numbers FTE + headcount

FTE
112.03

Headcount
112



Permanent
93%

Casual
7%



Apprentices
0

Graduate placements
0

Trainees
14

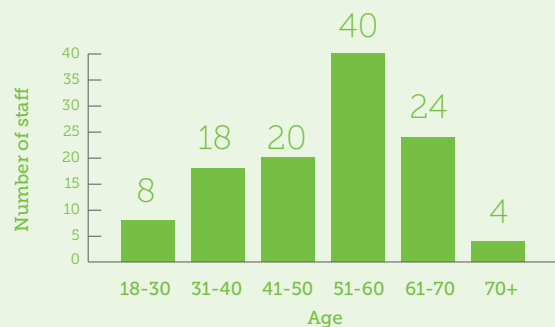
Staff turnover
14%



which is an increase from the previous year's figure of

4%

> Age profile



> Staff profiles

Males
68%

Females
32%

2%

Employees identifying as Aboriginal or Torres Strait Islander people



EMPLOYEE BENEFITS

We are committed to fostering a workplace that is inclusive, diverse, and conducive to both personal and professional growth. Edward River Council encourages applications from all candidates with the experience and qualifications to be successful in the role, whether you are currently in our region, would like to move here or work in a hybrid or remote capacity.

Council aims to provide a working environment where all employees are welcomed, valued and differences are respected. We have a diverse workforce with staff having varying personal circumstances. By offering a flexible work program including hybrid, remote and flexible work arrangements, transition to retirement opportunities, pathway positions, casual pools, rostered days off, variable working hours and working from home opportunities we support the ability of staff to maintain a work / life balance. Council provides each staff member with training that will enable them to be successful in their own role or to assist them in progressing their careers through annual staff review and planning sessions. Council provides an Employee Assistance Program to provide staff and their immediate family members access to a free professional counselling service and wellbeing and health programs.

When you join us, you become part of a team dedicated to delivering results for our community and outstanding service to our customers.

The benefits of working at Council include:

- flexible working conditions and a commitment to hybrid and remote working
- attractive remuneration and packages with vehicle options for some roles
- salary sacrificing options
- career progression opportunities
- professional development and training opportunities
- a healthy and safe workplace with a focus on diversity and inclusion





EEO & DIVERSITY

Council is committed to a workplace that is fair and inclusive and to building a workforce which embraces these principles and reflects the diversity of the Edward River community.

WORK HEALTH & SAFETY

All Edward River Council employees have a responsibility to behave in a manner which ensures that their actions or omissions do not adversely affect the environment or health & safety and wellbeing of Council employees, contractors, or members of the public. Council employees must:

- Comply with Council's Work Health & Safety policies, procedures, and programs,
- Participate in any training and safety initiatives implemented by the Council,
- Comply with all safety directives and work instructions; and
- Immediately report any incident or potential hazard to their supervisor.

YOUR APPLICATION

Visit <https://www.edwardriver.nsw.gov.au/Careers> for information on currently available roles.

Contact the hiring manager for more information and read the position description before applying.

Your application should include:

- Cover letter addressing the essential criteria outlined in the job description and the attributes listed.
- Your current resume (max 2 pages).

Applications must be submitted by email to careers@edwardriver.nsw.gov.au

YOUR CONTACTS

Shelley Jones

Director Corporate Services
03 5898 3000

Mark Dalzell

Director Infrastructure
03 5898 3000





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Photo by Robert Mulally-Deni