



17 February 2014

**SUPPLEMENTARY AGENDA:**

**(1) PROFESSIONAL MANAGEMENT AND LEADERSHIP**

‡ PM17/2014 Senior Staffing Matters - Recruitment of Directors .....2

**SUBJECT:** *SENIOR STAFFING MATTERS - RECRUITMENT OF DIRECTORS*

**RESPONSIBLE OFFICER:** *General Manager - Stephen Glen*

### **SUMMARY**

Following a thorough process of evaluation, three (3) applicants have been selected and appointed to the positions of Directors.

### **RECOMMENDATION**

**That the report be received and noted.**

### **BACKGROUND**

Council at its meeting of 9 October 2013 considered the Mayoral Minute MM16/2013 Organisational Restructure and resolved: inter alia:

6. *That the Directors positions for each Directorate be advertised as soon as is practicable after the General Manager takes office.*
7. *That the Mayor is included as a member of the interview panel for the appointment of the new Directors.*

Council at its meeting on 22 January 2014 considered a Confidential Report PM6/2014 Senior Staffing Matters – Recruitment of Directors and resolved:

*That Council acknowledge that the requirements of Clause 337 of The Local Government Act regarding consultation with the Council prior to the appointment of the Director Works and Infrastructure, Director Planning and Environment and Director Corporate and Community Services has been satisfied.*

*That a report be brought back to an Ordinary Meeting of Council providing details of the successful applicants of the recently advertised Director's positions.*

This report is in response to part 2 of the resolution on 22 January 2014.

### **REPORT/PROPOSAL**

Cessnock City Council undertook the recruitment of three Directors in a new organisation structure that has been endorsed by Council.

In accordance to the resolutions mentioned in the background to this report, the Mayor, Councillor Bob Pynsent, was delegated the role of Council's panel member to assist the General Manager in the appointment of the new Directors.

A total of 57 applications were received for the three (3) positions:

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- 17 Director Works and Infrastructure
- 13 Director Planning and Environment
- 27 Director Corporate and Community Services

Interviews were held on 17 and 19 December 2013 and on 14 January 2014.

The General Manager managed the recruitment process and was the interview panel convener for each of the interview processes. The Human Resources Manager assisted in the process and was also a member of the interview panel.

Prior to the appointment of senior staff, the General Manager is required under the Local Government Act to consult with Council.

A confidential report was considered by Council on 22 January 2014 as part of the consultation process between the General Manager and the Council.

The following Directors have been appointed:

**DIRECTOR PLANNING AND ENVIRONMENT – GARETH CURTIS**

Gareth is currently employed as the Group Leader Built and Natural Environment at Cessnock City Council where he has worked since 2011. Gareth commenced work in local government in 1990 building his career through appointments at a number of metropolitan councils. He continues to take a professional and collaborative approach when dealing with developers and sensitive development applications. Gareth is highly motivated and dynamic and his leadership style will be a valuable asset to Cessnock in this critical role.

**Qualifications:**

Bachelor of Applied Science (Environmental Health)  
Masters of Business Administration – eligible for Certificate in Management and one subject from completing Graduate Diploma in Management but will continue studies.

**Employment History:**

2011 – present	Group Leader – Built & Natural Environment, Cessnock City Council
2008 – 2011	Manager Natural Environment, Warringah Council
2004 – 2008	Manager Compliance Services, Warringah Council
2002 – 2004	Team Leader Environment & Building Compliance, North Sydney Council
1997 – 2002	Environmental Health Coordinator, Manly Council
1996 – 1997	Senior Environmental Health Officer, Manly Council
1994 – 1996	Environmental Health Surveyor, Sydney City Council

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1992 – 1994 Environmental Health Officer, Cairns City Council  
1990 – 1991 Trainee Health & Building Surveyor, Wollongong City Council

**Starting Date:** Thursday 23 January 2014

**DIRECTOR WORKS AND INFRASTRUCTURE – JUSTIN FITZPATRICK-BARR**

Justin has a background in Local Government as well as the private sector. Justin has worked at Canada Bay Council, Leichhardt City Council and at Marrickville City Council. Justin is currently the Manager Infrastructure Planning and Property Services at Marrickville Council. A degree qualified Civil Engineer with over 14 years in the various Councils, 10 of these 14 years have been at the Manager and Acting Director level. Justin has significant experience in asset management and also managing major civil engineering and building projects.

**Qualifications:**

Bachelor of Engineering (Civil)  
Bachelor of Science (Geology and Geophysics)  
Electrical Trades Certificate

**Employment History:**

2013 – present Manager –Infrastructure, Planning & Property Services – Marrickville City Council  
May 2013 – Nov 2013 Acting Director – Corporate Services – Marrickville City Council  
August 2007 – May 2013 Manager Property Services – Canada Bay Council  
April 2005 – August 2007 Manager – Parks & Building Assets – Canada Bay Council  
Nov 1999 – April 2005 Team Leader – Infrastructure - Leichhardt Council  
Assets Engineer – Infrastructure - Leichhardt Council  
Acting Manager – Assets - Leichhardt Council  
Team Leader – Roads and Structure - Leichhardt Council

**Starting Date:** Monday 3 March 2014

**DIRECTOR CORPORATE & COMMUNITY SERVICES – ROBERT MAGINNITY**

Robert has been the Acting Director Customers Services at Cessnock City Council on three occasions for periods greater than 5 months. Robert has over 28 years' experience in the Local Government Industry. In his career Robert has worked at Dungog, Albury and Drummoyne Councils. Robert brings to the role his experience and history of success in

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financial and risk management and also an ability to manage relationships with Councillors, staff and the community.

**Employment History:**

2007 to present	Acting Group Leader, Customer Services – Cessnock City Council
	Finance Services Manager – Cessnock City Council
2001 – 2007	Acting Executive Manager – Dungog Council
	Manager Finance – Dungog Shire Council
1987 – 2001	Finance Officer - Albury City Council
	Rates Accountant - Albury City Council
	Payroll Accountant - Albury City Council
1987	Payroll Officer - Drummoyne Municipal Council
	Debtors Clerk - Drummoyne Municipal Council
1985 – 1987	Rates Clerk – Albury City Council

**Starting Date:** 23 January 2014

All appointments to the Directors positions have been made using the Division of Local Government *Standard Contract of Employment – Senior Staff (other than General Managers) of Local Councils in New South Wales*.

**OPTIONS**

N/A

**CONSULTATION**

Mayor Bob Pynsent  
Stephen Glen – General Manager  
Darrylen Allan – Human Resources Manager

**STRATEGIC LINKS**

**a. Delivery Program**

N/A

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**b. Other Plans**

N/A

***IMPLICATIONS***

**a. Policy and Procedural Implications**

N/A

**b. Financial Implications**

Salaries are provided for within the operational budget.

**c. Legislative Implications**

Local Government Act 1993

Local Government (State) Award 2010

**d. Risk Implications**

N/A

**e. Other Implications**

N/A

***CONCLUSION***

N/A

***ENCLOSURES***

There are no enclosures for this report