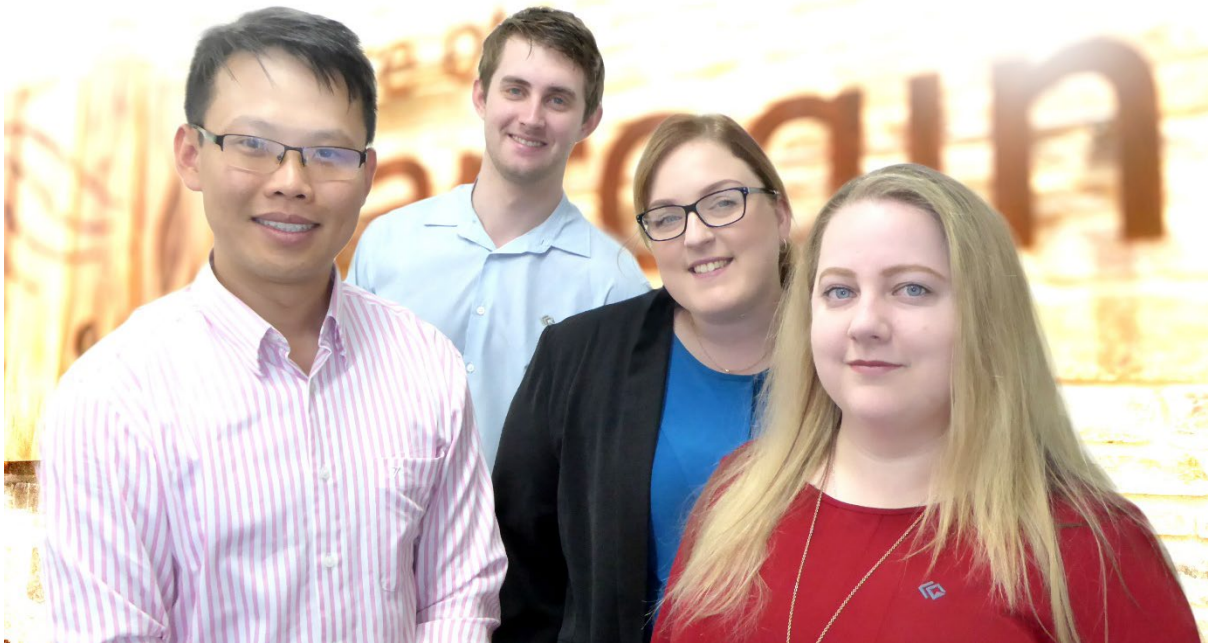


Information for Applicants



BUSINESS DEVELOPMENT & INNOVATION OFFICER

Applications close
4.00 pm, 11 November 2024

For more information contact:
Dale Stewart
enquiries@narrogin.wa.gov.au
Tel: 08 9890 0900



BUSINESS DEVELOPMENT & INNOVATION OFFICER (Package to \$105k)

Are you a dynamic leader with a passion for driving change and innovation? The Shire of Narrogin is seeking an enthusiastic and self-motivated **Business Development & Innovation Officer** to join our team and make a significant impact in our vibrant community. This role offers the unique opportunity to work directly with our CEO, championing initiatives that will shape the future of our Shire!

In this challenging and rewarding position, you will:

- **Lead the Charge:** Report directly to the CEO and take the reins in managing the Shire's Property Investment Portfolio, ensuring our resources are strategically aligned for growth.
- **Drive Economic Growth:** Identify and attract new businesses and opportunities that will enhance the economic landscape of the Shire of Narrogin, making a tangible difference in the lives of our residents.
- **Innovate for Tomorrow:** Spearhead innovation and continuous improvement in our business processes and systems, setting new standards for excellence within local government.
- **Manage Impactful Projects:** Oversee special projects and initiatives, providing vital research, coordination, and administrative support to bring transformative ideas to life.
- **Foster Collaboration:** Create a productive and collaborative work environment, ensuring smooth communication between the executive team, staff, and external stakeholders to achieve shared goals.

The ideal candidate will possess:

- A Management or Business Degree or equivalent and/or a minimum of three years of relevant experience.
- Significant administrative and business development experience with a proven track record of attracting business opportunities.
- Previous experience in Local Government (desirable) and strong project management skills.
- Excellent time management, organisational skills, a growth mindset, and the ability to thrive under pressure.
- Exceptional written and verbal communication skills, along with strong public relations and interpersonal abilities.
- A proactive approach to building and maintaining professional relationships and the ability to handle confidential matters discreetly.
- An aptitude towards problem solving and *system thinking*.

This is your chance to play a key role in the growth and development of the Shire. If you're ready to embrace this exciting challenge, submit your application addressing the selection criteria outlined in the position description, along with your current resume. An application package is available on the Shire's website or by contacting the undersigned on 9890 0900. Applications should be marked 'Private & Confidential – BDIO', addressed to the undersigned and close 4.00 pm, Monday 11 November 2024. The Shire is an equal opportunity employer.

Dale Stewart

Chief Executive Officer

Shire of Narrogin

PO Box 1145 Narrogin WA 6312

enquiries@narrogin.wa.gov.au

www.narrogin.wa.gov.au

The Package

Position:	Business Development & Innovation Officer
Department:	Office of the Chief Executive Officer
Section:	Office of the Chief Executive Officer
Position classification:	LGIA Award: Level 6
Employment type:	Full Time or Part Time (considered)
Location:	Shire of Narrogin & other Local Government Districts as required.

Per annum	\$ Minimum	\$ Maximum
Salary*	\$59,503	\$59,503
Over Award Payment	\$15,497	\$30,497
Total Salary Payable	\$75,000	\$90,000
Superannuation @ 11.50%	\$8,625	\$10,350
Leave Loading 17.5% (not payable to contract or casual employees)	\$1,009	\$1,211
Matching Superannuation @ 3.50%	\$2,625	\$3,150
Vehicle Provision**	N/A	N/A
Housing Allowance	N/A	N/A
Telephone Allowance	N/A	N/A
Uniform Allowance	\$350	\$350
Gym Membership (full) (50% discount)	\$520	\$520
Rostered Day Off	19 day month	19 day month
TOTAL	\$88,129	\$105,581

* The package is calculated on a full time wage of 76 per fortnight for a full year. Wages will be paid on actual hours worked.

** Unrestricted Private Use (radius of 250km) from Narrogin townsite

About Your Application

Preparing Your Application

Your application is the first step towards securing an interview and therefore should be of the highest standard possible.

Whilst emailed applications to enquiries@narrogin.wa.gov.au is preferred, if mailing or delivering the application, it should be stapled in the top left hand corner. Note: Please do not submit applications in plastic folders or include original documents.

Covering Letter

The cover letter is a brief letter outlining the position you are applying for and a brief description of your background and reason for applying for the position.

Addressing Selection Criteria

If the advertisement requires you to address selection criteria, you will need to set out in a separate document entitled "Selection Criteria" and provide evidence of your ability to meet the criteria.

Curriculum Vitae (Resume)

Your Curriculum Vitae should provide personal details (e.g. name, address, contact number) relevant work history, education, training courses attended, qualifications and professional memberships.

Relevant work history should commence with the most recent position you have held, as well as the dates/period of employment. In the description of your work history, give a brief summary of the duties and responsibilities for each of the positions.

Qualifications

Certain positions stipulate that tertiary qualifications or specific certificates are required. As part of the application, candidates should demonstrate that the required level of education or training has been achieved. Please attach photocopies of any relevant qualifications or academic records to the application.

Referees

You should include in your curriculum vitae the names and contact numbers of at least two (2) referees. These referees may be contacted to verify the information stated in your curriculum vitae. Preferably one referee should be your current supervisor or manager, alternatively a supervisor/manager from a previous position may be used.

It is courteous to contact your referees for approval prior to nominating them in the application.

Closing Dates for Applications

Vacant positions with the Shire of Narrogin are advertised for a specific period and close at the time and dates as written in the advertisement. The closing time is the time that the applications are to be received at the Shire of Narrogin offices.

Late Applications Will Not Be Accepted

Short-listing of candidates for interview by the Selection Panel may take up to two weeks after the closing date. The candidates selected for interview will be contacted by an officer from the Shire of Narrogin by telephone to organise a convenient time to conduct the interview.

Preparing for the Interview

To prepare for the interview questions, re-read the Position Description focusing on the Selection Criteria. Think of workplace situations where the relevant skills and abilities have been required to be demonstrated.

Focus on the duties of the position and think about how they would be carried out. Think about the problems that might be encountered and how they could be resolved. Try to identify examples from past experience that might be similar or equivalent.

The Interview Process

The interview panel will generally consist of at least three members. Interviews will follow a set format to ensure equity and fairness to each applicant and will be evaluated in the same manner.

During the interview, the interview panel members will write notes and assess the answers from the candidates in response to the structured questions, ensuring that all applicants are examined in an objective and uniform manner. If a candidate does not understand a question, they should seek clarification prior to providing a reply.

Never assume that the interview panel members know the suitability of individual candidate for the vacant position even though some applicants may have worked with them or have previous experience in the past for which they have applied.

Wherever possible, relate answers to direct experience.

After the Interview

The successful applicant will be contacted by a member of the Interview Panel to verbally offer the position. The Human Resources Department will forward a written offer. All employment is subject to successfully obtaining a National Police Clearance certificate and completing a pre-employment medical and drug & alcohol test, the costs of which will be reimbursed upon commencement.

All unsuccessful applicants will be notified in writing.

Working for the Shire of Narrogin

Located in a picturesque valley surrounded by woodlands, farming country and rolling hills, Narrogin is just a two hour drive south east of Perth and is a major service centre for the region's rich agricultural industry.

The vibrant town is home to about 5,200 residents and is the regional centre for nearby communities including Cuballing, Wickepin, Wagin and Williams, all of which provide a feeder population of more than 10,500 people.

The town's significant infrastructure, health and education facilities and specialty retail outlets also regularly attract more than 9,000 residents from the other outlying shires of Brookton, Corrigin, Dumbleyung, Kulin, Kondinin, Lake Grace and Pingelly.

The Shire of Narrogin is an Equal Opportunity Employer that has a team-oriented and highly motivated workforce which provides quality services and facilities to residents and visitors to the Shire.

Whilst most conditions of employment are covered in the Letter of Appointment and/or Employment Contract, all other governing matters fall within the [Industrial Relations Act 1979 \(WA\)](#) and the [Minimum Conditions of Employment Act 1993 \(WA\)](#) and Council's adopted [Code of Conduct](#).

All or some of the following benefits may apply to your position at the Shire of Narrogin:

Local Government Career

There are currently 138 Local Governments in Western Australia (and two Territories). Whether it be a large organisation or a small team, a career in Local Government is an opportunity to make a real difference.

Hours of Work

Varies depending on the position held, most office employees work Monday to Friday, minimum 152 hours per month. Most 'outside' employees work Monday to Friday, from 6.30am to 4.00pm during the summer months and from 7.00am to 4.30pm during the winter months.

Rostered Day Off (RDO)

A RDO system is in place for eligible Shire employees. One day off per month for full-time Administration, Library, Caravan Park, Narrogin Regional Homecare and Narrogin Regional Leisure Centre employees (other than Executive staff) and one day off per fortnight for employees that work in the Works and Services Division.

Up to 15% Superannuation (combined contribution)

As well as the required 11% superannuation contributions the Shire is required to make on behalf of its employees, contributions made by the employee to their own Superannuation Plan will be matched by the Shire up to a maximum of 4%.

Annual Leave - 17.5% Leave Loading

For employees not defined as casual, four weeks annual leave is payable after 12 months' service. Leave Loading of 17.5% is paid on annual leave for permanent staff not on contract.

13 Weeks' Long Service Leave

All permanent employees of the Shire are entitled to 13 weeks long service leave after completing 10 continuous years' service in Local Government. Long service leave accruals are transferable between all local government authorities in Western Australia.

Personal Leave

Personal/carer's and bereavement leave is as per the National Employment Standards.

Employees Training and Development Opportunities

To maximise the potential and skills of its employees, the Shire is committed to supporting employees' training and education and providing professional development opportunities to employees as appropriate and encourages senior employees' attendance at State Conferences.

Probationary Period

A position may be subject to a probationary period.

Study Leave and Funding

Study leave assistance may be extended at the discretion of the CEO.

Competitive Salary

A competitive salary will be offered relevant to the position level within the Shire.

Salary Packaging

Salary packaging is available for permanent employees (eg package car and/or laptop).

Employee Incentive Scheme

Employees are able to participate in a reward scheme which enables employees to receive an amount not exceeding \$200 in cases where they have put forward good suggestions which have been adopted and resulted in savings and improved efficiency to the Shire.

Annual Performance Reviews

All employees are entitled to an annual performance review. The reviews are linked to possible salary review and highlights training requirements for the relevant position.

Internal Promotion and Acting Opportunities

The Shire encourages all employees to fulfil acting positions where available and endeavours to promote existing employees when a vacancy arises.

Subsidised Corporate Uniform – Office Employees

All permanent employees are entitled to a subsidised annual allowance toward the Local Government uniform.

Personal Protective Equipment

All necessary protective clothing and equipment is supplied by the Council to ensure your safety.

Smoke Free Working Environment

The Shire Administration office, Depot, Library, Homecare, Narrogin Regional Leisure Centre and all work places including vehicles are smoke-free working environments.

Health and Wellbeing Programme

Various programmes are regularly conducted for Shire employees such as Flu vaccines and sun screen checks and full health assessments. These programmes are free to employees.

Vaccinations

Vaccinations from time to time, such as COVID-19, may be compulsory under Government of WA mandates and Health Directions for certain classes of employees including environmental health officers, frontline employees that have regular and close direct contact with aged and vulnerable clients and customers. This is also due to Commonwealth funding requirements, with respect to all Narrogin Regional Homecare employees, whether permanent or casual.

In addition, in the event of a lock down or similar restrictions, all employees at the following work locations may be required to be fully vaccinated, to continue to attend work:

- Narrogin Regional Homecare
- Caravan Park
- Refuse Site
- Works Depot (Mechanical, Parks & Gardens, Construction & Maintenance, Depot Admin)
- Library
- Ranger Services
- Shire Administration Office.

Exemptions may be available through a General Practitioner, that confirms that to receive a vaccination, would compromise their health, due to an existing underlying health condition.

In limited circumstances, those that are not fully vaccinated, may receive temporary approval to work from home, on a case by case basis.

Equal Opportunity Employer

The Shire's Equal Employment Opportunity goals are designed to provide an enjoyable, involving, harmonious work environment for all employees where each has the opportunity to progress to the extent of their ability.

Job share and Part Time Opportunities

The Shire supports the principle of job sharing and part time employment, with various part time positions currently occupied within the Shire.

Modern Office Facilities

The Narrogin Shire Administration Office, Library, Narrogin Regional Leisure Centre, Narrogin Regional Homecare, and Works Depot Office are all modern, spacious, air-conditioned buildings.

Kitchen Facilities

The Shire Administration Office and Works Depot has a modern kitchen/lunch room for employees use.

Employee Corporate Functions (e.g. Farewell & Christmas Functions)

The Shire provides an annual Christmas Function for all Elected Members, employees and their families as well as other occasional functions throughout the year.

Friendly Work Environment

A great team-oriented, friendly environment makes working with the Shire an attractive employment option with great prospects / career advancement within the Shire and in local government in general.

Work Experience Programme

The Shire is dedicated to giving young people the opportunity to utilise the work experience programmes through their School, enabling them to work in their area of interest.

RRR – Reduce Reuse Recycle

The Shire of Narrogin is committed to promoting environmentally conscious development and to creating a more sustainable community.

Gymnasium or Swimming at lunchtime – Discounted Membership

The Shire Administration Office is located within close proximity to the Narrogin Regional Leisure Centre. A 25-metre heated pool and fully equipped gymnasium is available to all staff who wish to visit as an occasional patron or take advantage of 50% discount to membership packages at the Centre via salary sacrifice.

Family Friendly Environment

The Shire Administration Office is a family friendly environment and recognises the importance of a working/family life balance.

Voluntary Employee Involvement in Community Events

Employees are able to be involved in various events which the Shire organises and/or supports within the community.

Close to Early Education, Schools and the Agricultural College

For those with children, all work locations are within close proximity to the Narrogin Regional Childcare Centre, three choices of Primary Schools, the Senior High School (to year 12) and the Agricultural College (years 10 – 12).

Counselling Services

The Shire offers support on a range of work-related issues. Short term counselling aims to provide local government workers, elected members and bushfire volunteers with support for a wide variety of work-related issues such as work relationships, conflicts at work and other work-related issues. To access this service an individual must be referred to LGIS by the local government by using the approved referral form, which will entitle the individual up to 6 sessions.

Free Parking

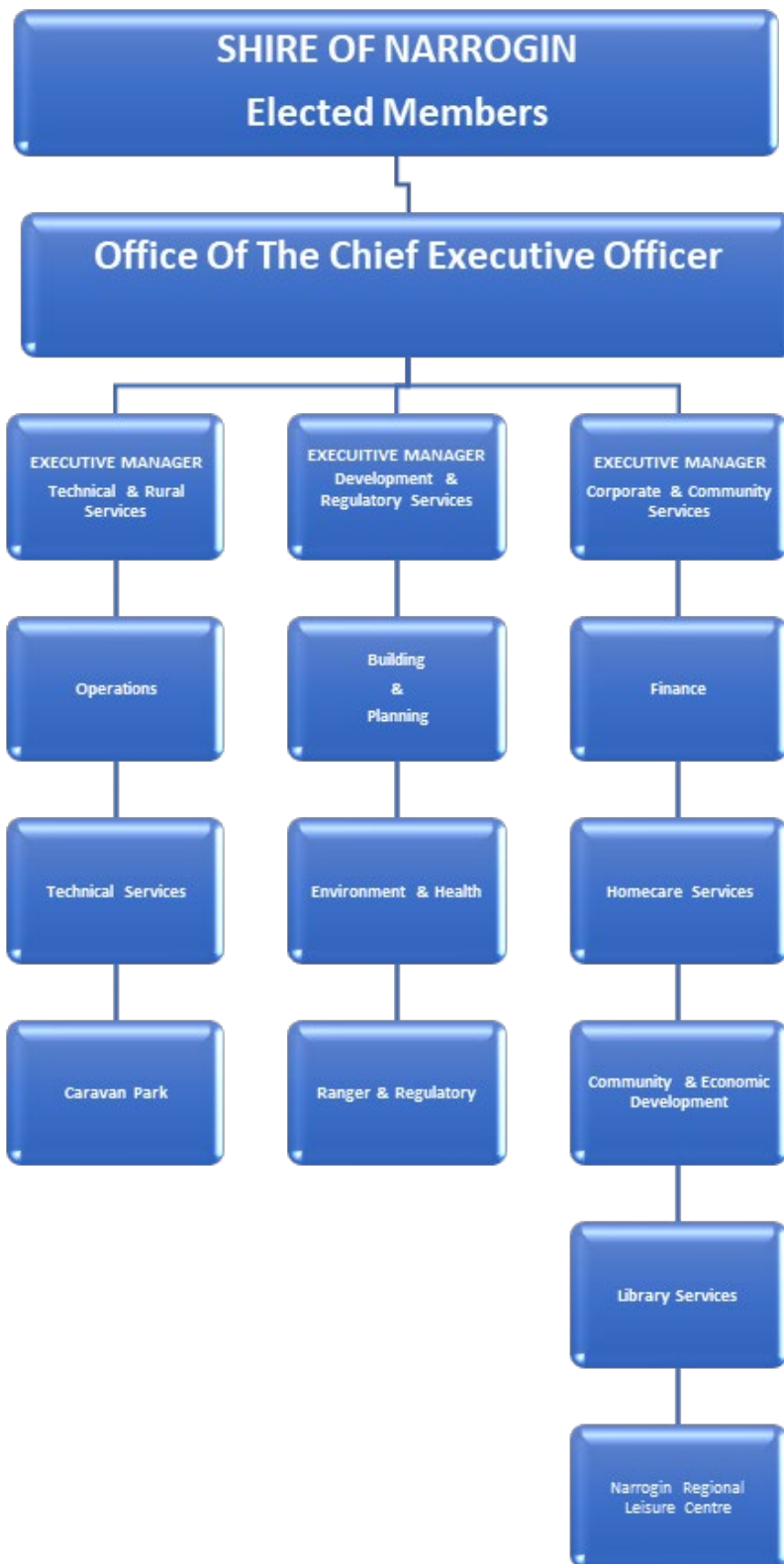
The Shire has free on-site parking facilities for all employees.

Electric Vehicle Charging Stations

Six (6) dedicated Hybrid or Electric Vehicle car parking / charging stations free for employees to park and use if based at the Administration Office.

For further information please contact the Payroll Officer on telephone 9890 0900 or email payroll@narrogin.wa.gov.au.

Organisational Structure



POSITION DESCRIPTION

1. POSITION DETAILS

Position:	Business Development & Innovation Officer
Division:	Office of the CEO
Department:	Executive
Position classification:	Level 6
Employment type:	Full time
Location:	Shire Administration

2. ORGANISATIONAL RELATIONSHIPS

Responsible to:	Chief Executive Officer
Supervision of:	None
Internal and External Liaison:	
Internal	Executive Managers All Staff and Elected Members
External	Local Government Authorities WALGA Rate payers and residents Department of Local Government & Regional Development Caterers & other Service providers Local Members of Parliament & Government Departments Narrogin Chamber of Commerce General Public

3. POSITION OBJECTIVES

- Assist the CEO in governance and compliance activities, ensuring adherence to local government legislation and policies.
- Identify and attract new businesses and business opportunities to enhance the economic development of the Shire of Narrogin.
- Drive innovation and continuous improvement in business processes and systems within the Shire.

- Manage special projects and initiatives as directed by the CEO, providing research, coordination, and administrative support.
- Foster a productive and collaborative work environment, facilitating smooth communication between the executive team, staff, and external stakeholders.

4. KEY DUTIES / RESPONSIBILITIES

Business Development & Innovation

- Identify and attract new business opportunities that align with the strategic objectives of the Shire.
- Conduct market research and analysis to identify trends, potential partners, and investment opportunities.
- Develop and maintain relationships with local businesses, industry groups, and potential investors.
- Prepare business proposals, reports, and presentations to attract and secure new business opportunities.
- Lead and implement innovative solutions to improve business processes and systems within the Shire.
- Collaborate with internal departments to identify areas for improvement and develop strategies to enhance efficiency and effectiveness.
- Manage Property Investment Portfolio.

Governance / Compliance & other matters

- Maintains Contracts & Agreements Register ensuing agreements are enacted and up to date.
- Maintains Tender Register compliance with Procurement Policy and associated procedures.
- Maintains RFQ Register in compliance with Procurement Policy and associated procedures.
- Ensure all Compliance and Governance Registers as directed are current and updated when alterations are made, adopted, or reaffirmed.
- Address FOI requests required by the organisation.
- Establish and maintain the Shire's corporate documentation in line with statutory requirements, including the preparation and co-ordination of the Compliance Audit Return, review Policies and Procedures, Local Laws and other registers as directed by the CEO.
- Assist with other governance functions as directed by management.
- Public Interest Disclosure liaison, responsible for ensuring public enquiries, complaints and correspondence are appropriately recorded and actioned in line with policy and legislation, with the focus of maintaining efficient customer service and a positive organisation image.
- Administer and monitor the Corporate Compliance Calendar to ensure organisational compliance throughout the year.
- Assist in the co-ordination of the local government election process.
- Assists in the development maintenance and implementation of Strategic and Operational Risk Registers and controls other than relating to Bush Fire and Emergency Management.
- Assists with the delivery of improvement actions from Risk Registers.
- Assists in the annual review of delegations and sub-delegations in conjunction with appropriate officers and in accordance with legislation; ensure current and future staff with appropriate authorisations and sub-delegations.

- Assists in the co-ordination of the CEO's triennial review of systems and procedures associated with risk management, legislative compliance and internal controls and implementation plans of any recommendations agreed.
- Facilitate the implementation of governance and risk management, training and inductions, providing guidance to staff.

Special Projects

- Manage special projects as directed by the CEO, ensuring timelines and objectives are met.
- Coordinate project activities with relevant departments and external stakeholders.
- Provide research, coordination, and administrative support for special projects and initiatives.

General Administration

- Maintain a detailed Procedure Manual for the position.
- Demonstrate actions in keeping with adopted Values, Council Policies, Executive Instructions, Code of Conduct, and the highest principles of ethics and integrity.
- Other duties as directed by the Chief Executive Officer.

5. SELECTION CRITERIA

Qualifications:

- Relevant Degree in Management or Business (desirable)
- Business College certificate or equivalent and/or minimum of three years relevant experience.
- Current C Class Drivers Licence.

Essential Experience:

- Significant administrative and business development experience.
- Demonstrated experience in identifying and attracting business opportunities.
- Previous experience in Local Government (desirable).
- Experience in project management and coordination.
- Experience in process improvement and innovation initiatives.

Essential Skills:

- Excellent time management and organizational skills.
- Excellent written and verbal communication skills.
- Strong public relations and interpersonal skills.
- Ability to work under pressure and autonomously with initiative.
- Proven ability to build and maintain professional relationships.
- Ability to keep matters confidential.
- Strong problem-solving and analytical skills.
- Ability to work in a team environment.

Knowledge:

- Good knowledge of local facilities, organisations, and services.
- Knowledge of Local Government structure and functions (desirable).
- Comprehensive knowledge of business development and economic growth strategies.
- Understanding of process improvement methodologies and innovation techniques.

Physical requirements:

- Ability to attend Council briefings and functions which may be outside of normal working hours.

6. EXTENT OF AUTHORITY

- Free to act within established guidelines and may exercise judgment in some circumstances.
- Contributes to the team decision making.
- Operates within established guidelines, procedures and policies of the Shire as well as the statutory provisions of the Local Government Act and other legislation.

7. WHS REQUIREMENTS

- Follow all Work Health and Safety guidelines, policies and procedures.
- Ensure own safety and avoid adversely affecting the safety and health of any other person through any act or omission at work.
- Undertake risk assessment, hazard identification and control and conduct accident/incident/near misses investigation and documentation.
- Report all accidents, incidents, near misses and hazardous situations arising in the course of work.



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