

WHITEHORSE CITY COUNCIL

Position description

Job title: Mayor and CEO Executive Lead	
Classification: Band 7	Effective Date: July 2025
Reports to: Coordinator Governance	Tenure: Permanent Full Time

About Us:

At Whitehorse City Council, community is at the heart of everything we do.

We aspire to be a healthy, vibrant, prosperous and sustainable community. We enable this through strong leadership and community partnerships.

We strive to stay ahead of evolving changes and needs of our community.

Our five key principles empower our employees to be innovative and provide an excellent customer experience. We are a resilient organisation where everyone belongs.



CREATe - Our Values and Behaviours:

Our shared values and behaviours are integral to how we go about our work, interact with each other and our community. Our employees 'live' these shared values. In living these values we also ensure that everyone has a voice and that everyone matters.

Collaboration

We work flexibly together to achieve outcomes and solve problems.

Respect

We actively listen, value diversity and care.

Excellence

We adapt, respond, learn and grow.

Accountability

We take responsibility and follow through on our promises.

Trust

We act with integrity and are empowered to make decisions.

City of Whitehorse is a culturally and linguistically diverse community. We are proud of the diversity of our workforce and recognise the strength this provides in meeting the needs of our community. We are committed to upholding a safe, inclusive and respectful workplace that values the contribution of all.

Whitehorse City Council is committed to being a child safe organisation. We recognise our responsibilities to keep children and young people safe from harm and have established policies, procedures and training to achieve these commitments.

Goal Statement

Provide high level of executive administrative and project support to the CEO and Mayor as outlined in the key responsibilities and duties of the position.

Interpret and apply policies and be proactive to resolve issues where tact and diplomacy are required.

Provide guidance and oversight of the Executive Business Officers to provide high level support services to the Councillors and the Executive Leadership Team.

Key Responsibilities

Position Specific Responsibilities

- Provide high level administrative support to the CEO and Mayor including:
 - making appointments,
 - coordinating meetings,
 - drafting correspondence, receiving and resolving enquiries,
 - organising purchases, arranging conference attendance and other executive support activities.
 - Diary and office management for the CEO and Mayor
- Provide effective and confidential communication to represent the CEO, Mayor and Councillors including professional liaison with stakeholders, members of parliament, community and employees.
- Manage and maintain record of CEO and Mayoral expenses and prepare expense reports to Audit and Risk Committee and Councillor Public registers.
- Prepare complex reports and presentations as required.
- Oversee and prepare high-quality communications for the CEO, Mayor and Councillors including mail, email, newsletters, pamphlets, web content, articles and other promotional material.
- Assist in the delivery, operation and administration of training programs for the Mayor and Councillors.
- Review systems and processes to ensure flexible and responsive service delivery that meets and exceeds expectations.
- Coordinate Executive Leadership Team (ELT) meetings and agendas

Team and Supervision

- Effectively lead the team in the provision of direct support to the Councillors and Executive Leadership Team and to ensure these officers meet the behavioural expectations, and that employee development and engagement is maximised. Timely management of all relevant people processes is also required.
- Coach and lead the team members to deliver administrative support duties as required including provision of customer service support, answering general enquiries, and support to all staff.

Customer Service

- Provide high level customer service and empathy when handling customer service matters (including complaints) and where necessary research and follow up on issues before referral to the CEO and/or Mayor
- Oversee the efficient allocation and reporting of Councillor requests and Councillor customer requests to relevant staff for action, in line with customer request protocols.
- Prepare and oversee responses to enquiries on behalf of the CEO, Mayor and Councillors, ELT and relevant managers.
- Work with the Customer Advocate team to manage issues and complaints raised with the CEO.
- Maintain accurate records of customer requests, emails, and correspondence within the Council's Document Management System and Customer Request System.

Continuous Improvement & Project Support

- Identify and propose opportunities for continual service improvements.
- Co-ordinate and implement projects under the guidance of the Governance Coordinator, Manager Governance and Integrity
- Consult with stakeholders and maintain relationships to ensure they are kept up to date with project progress and significant changes in procedure.
- Establish and manage communication strategies to manage expectations with stakeholders.
- Drive Continuous Improvement as one of our Continuous Improvement Champions (training provided).

Civic Events

- Oversee Civic events and functions including Citizenship Ceremonies, delegations, visits and community meetings.

(The incumbent will be required to attend some functions in a support role to the CEO, Mayor and Councillors including after-hours events/meetings).

Corporate Responsibilities

- Adhere to all Corporate Policies, Procedures and the Organisational Goals and Values in the current Whitehorse City Council Collective Agreement.
- Understand and adhere to the Risk Management Policy (as it relates to the employees work area) and related procedures that are designed to minimise injury and/or loss to individuals, assets and equipment.
- Report any matters that may impact on the safety of Council employees or citizens, assets and equipment.
- Support, enable and encourage strategies and actions identified in Council's Gender Equality Action Plan (GEAP) to improve workplace gender equality.

- Champion a safe environment for children and young people in accordance with Council's commitment to Child Safety
- Ensure that procurement procedures are complied with for all purchases.

Accountability and Extent of Authority

Budget: The position is responsible for the oversight of the CEO and Councillor budgets.

Staff responsibility: 2.4 FTE

Judgement and Decision Making

- Decisions in accordance with Council's established policies and procedures. Decisions when not under policy or procedure in consultation with ELT or Governance Coordinator
- Authority to prioritise provision of executive services
- Authority and freedom to act within operational and cost guidelines, within the constraints of developed procedures and organisational policies. The Executive Lead fully briefs the Coordinator Governance on issues that have the potential to impact on cost and time schedules and community perceptions.
- Whilst the objectives of the position are well defined, the Executive Lead is able to select a method from a range of options and has scope to identify and implement improvements or new ways of working where appropriate. The work is essentially problem solving utilising both previous experience and recognising when existing business practice is no longer appropriate and may involve identification and analysis of an unspecified range of options for issue resolution.
- Guidance and advice is not always available within the organisation.

Specialist Knowledge and Skills

- Understanding of organisational values and the legal and political context within which the activities of the Governance team operate and of the broader council operations.
- Ability to analyse and use investigative skills to prepare policy, guidelines and improve governance related practices to support the Mayor and Councillors and the wider work program of the Governance team.
- Short listed candidates may be required to attend a pre-employment medical examination.
- A current driver's licence that meets the requirements of VicRoads is essential.
- Satisfactory National Criminal History Check.
- Will be required to attend out of hours meetings.

Qualifications and Experience

- Degree or Diploma with several years relevant experience or extensive experience in a senior Executive Assistant/Lead role.
- Demonstrated understanding of relevant protocols and the ability to work effectively in an environment where a high level of political sensitivity, cultural and organisational awareness and discretion are required.
- An understanding of the role and function of the Mayor/Councillors and Local Government is desirable.
- Excellent knowledge and application of English grammar, spelling, punctuation and expression and the ability to prepare correspondence in an appropriate manner.
- Ability to apply the Local Government Act 2020 and relevant policies relating to Councillors.

Technology:

- High level of digital and technology literacy and experience (experience with Agenda and Minutes, and Customer systems and Microsoft Office desirable).
- Proficiency in MS Office products including Word, Excel, Outlook, PowerPoint etc. Experience in electronic purchasing.
- Must have the ability to adapt quickly to and embrace new technology.

Interpersonal Skills

- Advanced level of oral and written communication skills and excellent telephone manner.
- Be able to resolve job specific problems and gain cooperation and assistance from Councillors, staff, members of the public and customers in the administration of well-defined activities.
- Ability to demonstrate confidentiality, discretion and diplomacy.
- Ability to work collaboratively, and excel in a team environment
- Openness to change and ability to adapt to changes and support new initiatives within the organisation.
- Highest quality customer service attitude, the need to demonstrate a capacity to learn and build upon a solid administrative or process background.

Key Relationships:

- Position reports to the Coordinator Governance and supervises Executive Business Support Officers in a team.
- As part of the Governance & Integrity Department, it is essential that the department works together living our values and behaviours.
- This role works collaboratively with the Communications, Advocacy and Investment department for events, speeches and meetings. Primary customers are the Mayor, Councillors. CEO and Executive Leadership Team and
- Liaison and collaboration with all Council staff.

- External Liaisons: Community, Solicitors, other Municipalities, Governments and Private Organisations.

Management Skills

- Supporting the performance of the CEO, Mayor and Councillors and the Executive Business Support Team.
- Excellent attention to detail and ability to meet all expected outcomes within desired timeframes, despite competing demands.
- Good understanding of Council Expense Policy to manage Councillor requests for training and processing Councillor expenses.

Key Selection Criteria

1. Demonstrated experience as an Executive Assistant/Lead in a dynamic environment.
2. Highly effective interpersonal skills incorporating customer service and communication skills.
3. Excellent organisation and attention to detail skills to provide quality correspondence within expected timeframes, despite competing demands.
4. Proven ability in problem solving and resolving issues in a timely manner involving multiple stakeholders.
5. High level of digital and technology literacy and ability to learn new systems.
6. Demonstrated ability to establish strong, collaborative relationships with Executives, Councillors and across Council departments, including good judgment in knowing when to escalate matters.
7. Ability to thrive in a fast-paced, ever-evolving environment.
8. Demonstrated experience working in a multi-disciplinary team with an ability to be flexible.

Physical Requirements

Physical Functional Demand	Specific Physical Job Tasks	Frequency/Duration of performance of task per day	Comments
Kneeling/Squatting Tasks involve flexion/bending at the knees, ankle, and waist in order to work at low levels.	Nil		
Hand/Arm Movement Tasks involve use of hand/arms	Nil		
Bending/Twisting Tasks involve forward or backward bending or twisting at the waist.	Nil		
Standing Tasks involve standing in an upright position	Nil		
Reaching Tasks involve reaching above head, and above and equal to shoulder height	Nil		
Walking Tasks involve walking on slopes and walking whilst pushing/pulling objects	Nil		
Lifting/Carrying Tasks involve raising, lowering and moving objects from one level position to another	Nil		
Pushing/Pulling Tasks involve pushing/pulling away, from and towards the body	Nil		
Keyboard Duties Tasks involve sitting at workstation and using computer.	Daily keyboard duties		
Satisfactory Vision Standard of vision required equal to that required for driver's licence			