

Position Title	Strategic Planner
Department	Planning
Unit	City Strategy & Design
Team	Strategic Planning
Supervises	0
Reports To	Coordinator Strategic Planning
Grade	G
Date Prepared	18/04/2025
Date Last Updated	22/05/2025

Our Vision & Values: A leading organisation that collaborates & innovates



We are committed
to **safety**



We work as
one **team**



We act with
integrity



We care about
our **customers**



We **continuously**
improve

Primary purpose of position

The City Strategy and Design Unit's purpose is to manage urban growth effectively to shape our city and our quality of life. Our focus is to create great places for people to live and work, by carefully balancing the housing, employment, transport, leisure, and recreation needs of the city. We are committed to sustainable growth, communicating with our stakeholders, and using evidence based planning to support our decision making.

The Strategic Planner works on the development of planning policy, reviewing and updating Council's planning framework within the framework of best practice design and planning. Communication with internal and external stakeholders, management of specialist consultants for advice, and preparing advice to Council and its Local Planning Panel are also key aspects of the role. The position reports to the Coordinator Strategic Planning.






Accountabilities

- Work on a range of planning projects and activities to design, develop, implement and review Council's planning policies, land use strategies, planning instruments, planning agreements, and Heritage Incentives Policy.
- Progress Council initiated planning proposals.
- Preparation of consultant's briefs and working with consultants of various disciplines to inform decision making.
- Improving Council's processes and systems as they relate to urban planning, design and development matters.
- Consultation with internal and external stakeholders about key projects.
- Plan and participate in community engagement activities for relevant projects.
- Implement safe work practices and manage work health and safety risks.
- General correspondence and any other task as required.

Position capabilities and level

Below is the full list of capabilities and the level required for this position. The capabilities in bold are the focus capabilities for this position. Refer to the next section for further information about the focus capabilities.

Capability Profile – Technical/ Professional Specialist

Capability Group	Capability Name	Level
 Personal Character	Lead Self	Adept
	Display Resilience	Adept
	Act with Integrity	Advanced
	Safety and Accountability	Adept
 Relationships	Communicate and Engage	Adept
	Customer and Community Focus	Adept
	Work Collaboratively	Advanced
	Influence and Negotiate	Intermediate
 Results	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Innovate and Improve	Adept
	Deliver Results	Adept
 Resources	Finance	Intermediate
	Assets and Tools	Intermediate
	Technology and Information	Intermediate
	Procurement and Contracts	Intermediate
 People Leadership	Manage and Develop People	N/A
	Inspire Direction and Purpose	N/A
	Optimise Workforce Contribution	N/A
	Lead and Manage Change	N/A

Focus Capabilities

The focus capabilities for the position are those judged to be most important at the time of recruiting to the position. That is, the ones that must be met at least satisfactory level for a candidate to be suitable for appointment.

CBCity Capability Framework - Focus Capabilities

Group & Capability	Level	Behavioural Indicators
Personal Character		
Act with Integrity	Advanced	<ul style="list-style-type: none"> • Models ethical behaviour and reinforces it in others • Represents the organisation in an honest, ethical and professional way and sets an • Promotes integrity, courage and professionalism inside and outside the • Monitors ethical practices, standards and systems and reinforces their use • Proactively addresses ethical and people issues before they magnify
Personal Character		
Lead Self	Adept	<ul style="list-style-type: none"> • Initiates action on team/unit projects, issues and opportunities • Accepts and tackles demanding goals with drive and commitment • Seeks opportunities to apply and develop strengths and skills • Examines and reflects on own performance • Seeks and responds well to feedback and guidance
Relationships		
Work Collaboratively	Advanced	<ul style="list-style-type: none"> • Builds a culture of respect and understanding across the organisation • Facilitates collaboration across units and recognises outcomes resulting from effective collaboration between teams • Builds co-operation and overcomes barriers to sharing across the organisation • Facilitates opportunities to develop joint solutions with stakeholders across the region

		<ul style="list-style-type: none"> Models inclusiveness and respect for diversity in people, experiences and backgrounds
Results		
Plan and Prioritise	Adept	<ul style="list-style-type: none"> Consults on and delivers team/ unit goals and plans, with clear performance measures Takes into account organisational objectives when setting and reviewing team priorities and projects Scopes and manages projects effectively, including budgets, resources and timelines Manages risks effectively, minimising the impacts of variances from project plans Monitors progress, makes adjustments, and evaluates outcomes to inform future planning

* Focus Capabilities are those judged to be the most important at the time of recruiting to the position. The mix of "focus" capabilities can change over time, reflecting changing work priorities and current team strengths.

Delegations

Decisions associated with this position are to be made in accordance with the Delegations of Authority (Policy186) approved by the Chief Executive Officer.

Code of Conduct

All staff are required to adhere to the Code of Conduct (CP25).

Work Health & Safety

All staff are required to adhere to Council's WHS&E Responsibilities and Authorities document (REF229) and associated policies and procedures.

Records Management

All staff are required to comply with Council's Records and Information Management policies, procedures and guidelines.

Qualifications and Experience

Essential Qualifications

- Tertiary qualifications in town planning, urban design or related built environment discipline.

Essential Experience

- Demonstrated experience working in a team to deliver an outcome
- Understanding of planning processes, particularly in relation to planning proposals and the plan making. process, local environmental plans, and development control plans.

- Demonstrated experience working on planning projects and tasks, and implementing projects on time and to budget.
- Demonstrated ability to prioritise work and meet deadlines.
- Understanding of the roles and responsibilities of State and local government authorities and the private sector in planning matters.
- Understanding of the planning, design, infrastructure and community issues around urban renewal and the planning framework to deliver outcomes.
- Demonstrated verbal, oral and written communication skills.
- Knowledge of planning legislation, state planning policies, and planning instruments.

Desirable Qualifications and or Experience

- Qualifications in Project Management and/or design related disciplines.
- Current Class C driver's licence.
- Experience working as a planner in Local Government and/or State Government.
- Working in a built environment profession in private practice.

HUMAN RESOURCES USE (SELECT YES OR NO)	YES	NO
Does this position fall under the definition of child related employment?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does this position require incumbent to undergo criminal reference check?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does this position require incumbent to demonstrate good driving Licence class required: No Licence Required	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Will incumbent need to make disclosure of pecuniary interest?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Could there be a conflict of interest with secondary employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>