



Candidate Information Pack

Greater Cities Commission
City Commissioners

April 2022

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Links to other useful documents

- [Media Release: “Greater Sydney Commission to deliver six cities region” 31st March 2022](#)
- [Media Release: “From a metropolis of three cities to a city region of six cities” 3rd December 2022](#)
- [Greater Cities Commission Bill 2022 \(nsw.gov.au\)](#)

Advertisement

City Commissioners

- **Greater Cities Commission – non-executive roles**
- **Build communities in a globally competitive region**
- **Lower Hunter and Greater Newcastle, Central Coast, and Illawarra-Shoalhaven**

The Greater Cities Commission will bring together the cities of the Lower Hunter and Greater Newcastle, Central Coast, and Illawarra-Shoalhaven with the Central River, Eastern Harbour and Western Parkland Cities in Greater Sydney to create a globally competitive city region. This evolution of the metropolis of three cities vision led by the Greater Cities Commission signals a new era for strategic city planning in Australia, creating a series of interconnected dynamic and resilient places, each with their clear and unique identity.

The Commission's focus is on bringing government, industry and community stakeholders together to collaborate on future planning for a new city region that benefits local communities. Each of the six cities will build on its own signature strengths and character and enjoy the benefits of combined power in a world-class city region.

City Commissioners play a critical role through constructive relationships with stakeholders, particularly local government. They are a conduit between each City and the Commission, listening, communicating and leading the debate on policy and thought leadership to create the Region and City Plans and implement projects.

City Commissioners are appointed by the Minister for Cities after seeking advice from relevant local councils. They are remunerated non-executive roles with an indicative time commitment of up to two days a week. It is essential that a City Commissioner resides in the city they represent.

We are seeking expressions of interest from leaders who are respected for their strategic thinking, collaborative stakeholder relationships, knowledge and passion for their city's community and opportunities in a global context.

Closing date: Sunday 8th May 2022

To apply and for a copy of the Candidate Information Pack please go to www.derwentsearch.com.au and search "City Commissioner". Your application requires a resume and cover letter addressing your interest and suitability. For enquiries, please contact Derwent at publicsector@derwentsearch.com.au or call Ali McCourt on 02 – 9091 3253.

Background

In December 2021 the NSW Premier announced the Greater Sydney Commission will become the Greater Cities Commission (the Commission) with a remit including the Lower Hunter and Greater Newcastle, the Central Coast, and the Illawarra-Shoalhaven areas in addition to the Greater Sydney Region to create a globally competitive city region of Six Cities.

The Six Cities Region is comprised of the following -

- The Eastern Harbour City,
- The Central River City,
- The Central Coast City,
- The Lower Hunter and Greater Newcastle City,
- The Western Parkland City,
- The Illawarra-Shoalhaven City.

Geographic areas (LGAs) of the additional cities

Lower Hunter and Greater Newcastle City

- (a) City of Cessnock,
- (b) City of Lake Macquarie,
- (c) City of Maitland,
- (d) City of Newcastle,
- (e) Port Stephens.

Central Coast City

The Central Coast City is comprised of the land within the Central Coast local government area.

Illawarra-Shoalhaven City

- (a) Kiama,
- (b) City of Shellharbour,
- (c) City of Shoalhaven,
- (d) City of Wollongong.

Principal Objectives

The Commission is a statutory body reporting directly to the Minister for Cities. The Commission leads the development of city shaping thought leadership, strategic planning, and innovation precinct co-ordination across the Six Cities Region.

The passing of the *Greater Cities Commission Bill 2022* signals a new era for strategic city planning in Australia with principal objectives of the Commission as follows:

- a) To lead metropolitan planning for the Six Cities Region,
- b) To promote orderly development in the Six Cities Region, integrating social, economic and environmental considerations with regard to the principles of ecologically sustainable development contained in the Protection of the Environment Administration Act 1991
- c) To promote the alignment of Government decision-making on infrastructure with land use planning,
- d) To promote the supply of housing, including affordable housing and a diversity of housing types,
- e) To encourage development that is resilient, including resilient in relation to climate change, and development that takes into account natural hazards,
- f) To support ongoing improvement in productivity, liveability, and environmental quality,
- g) To provide increased opportunity for public involvement and participation in environmental planning and assessment in the Six Cities Region, including the involvement and participation of First Nations peoples,
- h) To promote economic activity in the Six Cities Region by coordinating the delivery of key economic precincts.

Position Description | City Commissioner

Introduction

City Commissioners are appointed by the Minister for Cities after seeking advice from relevant local councils, under section 6 of the *Greater Cities Commission Act 2022 (GCC Act)*. By convention, nominations for City Commissioners are approved by the NSW Cabinet prior to the Minister of Cities proceeding with the appointment.

City Commissioners are members of the Greater Cities Commission (GCC) appointed to represent a city as set out in the GCC Act. Under section 6 of the GCC Act, a City Commissioner must not be appointed unless they reside in the city they are appointed to represent.

As outlined in section 6 of the GCC Act, City Commissioners must have, in the opinion of the Minister of Cities, expertise in at least one of the following areas:

- a) environmental sustainability,
- b) environmental science,
- c) sustainable design,
- d) strategic planning,
- e) infrastructure planning and delivery,
- f) architecture,
- g) urban design,
- h) traffic and transport,
- i) engineering,
- j) community development and services,
- k) local government,
- l) environmental planning law,
- m) social justice,
- n) property development,
- o) community engagement,
- p) economics,
- q) tourism,
- r) heritage,
- s) First Nations land management

A City Commissioner role is part time and remunerated through an annual sitting fee (that covers all statutory meetings and preparation) and a per day fee for other agreed activities. There is an indicative time commitment of up to two days a week (including statutory committee work).

NSW Government Board competencies and behaviours

As a City Commissioner you are expected to meet a series of core competencies, role specific competencies and core behaviours as outlined in the GCC Act, NSW Government Boards and Committees Guidelines and GCC Code of Ethics and Conduct (**see Attachments 1, 2**).

According to the Appointment Standards for Board and Committees in the NSW Public Sector (**Attachment 3**) all appointees should be expected to have “the ability to contribute to the effectiveness of the board/committee and listen attentively to others’ opinions, analyse information, and make a constructive contribution to discussion.”

Core competencies

- High level communication skills especially in relation to negotiation and stakeholder relations
- Ability to manage a range of views in a respectful and collaborative manner
- Key relationship management with the three tiers of government and other relevant stakeholders

Strategic skills in the synthesis of complex issues into practical advice to Commissioners and management

Role related competencies

- Knowledge of and ability to execute director responsibilities – including how a board operates distinct from management, ethical responsibilities, fiduciary duties and financial responsibilities
- Strategic expertise – the ability to develop strategy and provide direction to management
- Thorough knowledge of relevant City
- Knowledge to provide oversight of compliance with numerous laws, regulations and guidelines
- Ability to provide direction on managing enterprise level risk
- Knowledge and experience of the public sector and / or the planning environment

Core behaviours

- Integrity – acting ethically and putting the organisation’s interests before personal interests
- Collaborative and respectful – exercising self-awareness, self-management and being an effective team member through listening well, being respectful and able to communicate a cogent and candid viewpoint
- An active contributor with genuine interest in the success of the organisation

Roles

As a City Commissioner you have two distinct roles at the GCC:

1. Member of the Commission, its Strategic Planning Committee, and any other Committee/s to which you may be appointed, including the Finance and Governance and Infrastructure Delivery Committees
2. Representative of your City

The two roles are operationalised in different ways with a clear set of accountabilities.

1. Member of the Commission and Committees

This is a non-executive role.

As a member of the Commission and its Committees, you provide strategic direction and governance oversight to the organisation, in a collaborative environment with all Commissioners. You will contribute to the purposes and functions of each Committee as set out in their respective terms of reference.

2. Representative of your City

This is a non-executive representative role.

As the key Commissioner representing your city, you will develop and maintain constructive relationships with stakeholders, particularly local government, and participate in GCC events relevant to your city. The core role is leading the debate within your City on GCC wide policy and thought leadership as well as listening and communicating.

You will also provide advice on the coordination of any economic precinct in your city and will support this work through stakeholder engagement and thought leadership.

An important component of this role is to be a conduit from the city to the Commission and management in discharging other roles and functions of the GCC. In this regard you play a critical communication role in the development of the City Plans and the Region Plan, and implementation of specific projects.

You may also be asked to participate in other committees or working groups.

Attachments

1. [NSW Government Boards and Committees Guidelines](#)
2. [Appointment Standards for Board and Committees in the NSW Public Sector](#)
3. *GCC Code of Ethics and Conduct – to be provided on request*

Leadership Team



Geoff Roberts AM – Chief Commissioner

Geoff Roberts AM was appointed as Chief Commissioner of the Greater Sydney Commission in April 2020. Prior to this, Mr Roberts served as the Deputy Chief Commissioner and Economic Commissioner from late 2015.

He has 35 years of experience in Australia and internationally working on city strategy, governance, and leadership. Over his career, Mr Roberts has been involved on behalf of governments and the private sector, in the key economic challenges and opportunities facing cities. He has a deep history in decision-making around the delivery of integrated land use and infrastructure programs

Mr Roberts led the negotiation of the Western Sydney City Deal on behalf of the NSW Government and played a pivotal role in this tri-government agreement reached in March 2018 between the Australian Government, the eight councils of the Western City and the NSW Government.

In February 2019, Mr Roberts was appointed as a member of the board of the Western City & Aerotropolis Authority. He also served as Chief Coordinator of the Western City from May 2018 until November 2019.

The NSW Government, in November 2019, appointed Mr Roberts as Head of Global Relationships for NSW Treasury. He supports the delivery of international trade and investment strategy and enables a focused, collaborative and proactive approach across the government when engaging with top-tier investors both foreign and domestic.

In June 2019, Mr Roberts was made a Member of the Order of Australia in recognition of his significant service to urban planning and development. He also was the Planning Institute of Australia's National Planning Champion for 2019 and in September 2019 was conferred with an Honorary Doctorate by Western Sydney University in recognition of his work at the Commission.

As of September 1, 2021, Geoff is Adjunct Professor in the School of Arts, Design & Architecture, Faculty of Arts, Design & Architecture, at the University of New South Wales (UNSW). He is a passionate practitioner of collaboration and a regular public speaker.



Elizabeth Mildwater – Chief Executive Officer

MA (University of Melbourne), LLB (Hons) USyd, BE(USyd), Advanced Management Programme (Harvard), Executive Fellows Program; ANZSOG School of Government, Company Directors Course (AICD)

Elizabeth joined the Greater Sydney Commission as Chief Executive Officer on 18 January 2021.

Prior to her appointment, Elizabeth was the Deputy Secretary, Greater Sydney at Transport for New South Wales (TfNSW), where she was responsible for integrating transport modes to deliver customer-centred services and infrastructure for the Sydney metropolitan area.

She'd previously held the positions of Deputy Secretary of Customer Technology and Services and Deputy Secretary of People and Corporate Services at TfNSW.

Elizabeth's earlier executive roles included Director of Australian Programs for Save the Children Australia., leading a diverse workforce of over 500 people across Australia.

She also spent five years at Transurban, as the Victorian Group General Manager with responsibility for the operations of CityLink in Melbourne.

Elizabeth has more than 25 years' management experience across customer services, legal, company secretarial, compliance, risk, management, human resources and general operations.

She holds degrees in Law and Economics, an MA in Contemporary Asian Analysis and has completed the Advanced Management Programme at Harvard Business School in the USA. She is also a member of the Australian Institute of Company Directors.

Elizabeth is passionate about harnessing stakeholder and employee engagement and new technologies to achieve new levels of service. She serves as a NSW Council member with the Institute of Public Administration.

The Application and Selection Process

Eligibility

Please note that a City Commissioner must not be appointed unless they reside in the city they are appointed to represent.

COVID-19

In this dynamic and challenging environment, Derwent and Greater Cities Commission are responding to changes to ensure the safety and equity for all applicants and stakeholders. Interviews will be held in accordance with public health guidelines and may be appropriately conducted in person or by video conference. We are happy to discuss these in greater detail with potential candidates and ensure that we are protecting the health and safety of everyone we work with.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to field inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Candidates with Disability

We aim to be an employer that ensures people with disability are able to access secure and sustainable employment opportunities and are respected for their skills and capabilities. We will provide reasonable adjustments such as access, equipment or other practical support at relevant stages of the recruitment process. Please contact publicsector@derwentsearch.com.au to advise Derwent at any stage of any adjustments you may require. This may include access an interpreter or reader, provision of information in different formats or changes to the assessment process. We are happy to discuss what is available with or you can note these on your application.

Applications

Closing date: Sunday 8th May 2022

Applications:

All applications are to be received by Derwent. To apply, please go to www.derwentsearch.com.au and search the role title. Your application should include a resume and a cover letter highlighting your suitability including your **residential address**.

Enquiries:

Call Ali McCourt at Derwent on 9091 3252 or by email publicsector@derwentsearch.com.au and we will reply with information and/or arrange a convenient time to speak as required. Derwent will maintain confidentiality with respect to contact by potential applicants.

Selection process

Derwent will conduct a review of applications to confirm eligibility and gather relevant information required for the Selection Panel to make an informed decision.

The Selection Panel for each City will comprise the relevant Mayor or General Managers and will be chaired by the GCC Chief Commissioner or the Chief Executive Officer. The Selection Panel will review applications to select a shortlist to attend an interview. Candidates may also be required to attend additional interviews. Reasonable adjustments will be provided for candidates with a disability.

The GCC will provide a Selection Report and recommendation to the Minister for Cities to consider candidates for submission to Cabinet for appointment.

Reference and Probity Checks

For candidates in final consideration, at least two referees will be contacted with. Any written references provided will also be checked and additional referees may be sought to further understand a candidate's merits for the role.

Probity checks on recommended candidates and alternative candidates are to be conducted. The checks must include:

- Entitlement to Work (Visa) Check;
- Nationally Coordinated Criminal History Check;
- International Criminal History Checks (if relevant);
- Employment History Verification;
- Educational Qualifications Check;
- Directorship Check;
- Bankruptcy and National Personal Insolvency Check;
- Enforceable Undertakings Register Check; and
- Social Media Checks.