

## Position Description

Position Title	Sustainability Planner
Directorate	City Planning, Design and Amenity
Department/Business Unit	Strategic and Environmental Planning
Team	Sustainability Planning
Classification	Band 5
Date	March 2025
Reports to:	Team Leader Sustainability Planning
Supervises:	N/A
Internal Liaison:	All internal departments
External Liaison:	Planning Group Customers, General Public, Developers and landowners, Referral Authorities, Consultants, Community groups, Sustainability Advisory Committee, Construction industry, relevant Victorian Greenhouse Alliances, Government Departments and Agencies, External Service Providers.

### Position Objectives

Your primary purpose in this position is to:

- Assist with the implementation, development and facilitation of existing and new corporate strategies, policies, goals and actions that lead to improved environmental, sustainable, social and economic benefits for both Council and the broader residential and business community.
- Educate and engage stakeholders both at a Council and community level to contribute to improved outcomes related to sustainability and climate change action.
- Successfully deliver sustainability events and educational campaigns.
- Ensure Environmentally Sustainable Design (ESD) measures are incorporated into statutory planning applications as well as Council's own capital projects and work.
- Provide professional sustainability planning expertise to project sponsors, strategic and statutory planners, internal departments, Councillors and the community.
- Facilitate Council's membership of external sustainability driven partnerships and programs.

### Key Selection Criteria

You need these essential qualifications (or experience), knowledge and skills to carry out this position:

- Tertiary qualifications in a related sustainability planning discipline, strategic environmental management or related field, along with little or no relevant work experience, or through lesser formal qualifications with relevant work experience which could include:
  - Demonstrated understanding of the key principles of climate change mitigation and adaptation in practice in the community.
  - Demonstrated understanding of the development and delivery of strategic environmental strategies, policy, project briefs and communication material in the sustainability discipline.
  - Demonstrated understanding of building and facilitating productive partnerships, educational practices that engage the community on environmental and sustainability planning practices and skills.
  - Demonstrated understanding of environmentally sustainable design (ESD) principles and verification methods and tools (such Green Star, NABERS, BESS etc)
  - Demonstrated experience engaging stakeholders both at a Council and community level to contribute to improved outcomes related to sustainability and climate change action, including the successful delivery of sustainability related events and campaigns.

- Demonstrated commitment and interpersonal skills to work in a small close-knit team contributing to successful outcomes and the effective collaboration between staff and relevant stakeholders.
- Verbal and written communication skills including ability to prepare reports, presentations, project briefs and grant and funding applications.
- Time management skills including meeting deadlines and planning of own workload, and project teams and consultants.

As part of the Key Selection Criteria, you must hold and supply these licences, registrations, certificates, etc., prior to offer of employment and commencement and continue to maintain them throughout your employment in this role with Council:

- satisfactory (and ongoing) Working with Children’s Check
- satisfactory (and ongoing) Police Check
- current valid (and ongoing) Victorian Driver’s Licence

## Position Specific Responsibilities & Skills

In this position, you are responsible for:

<b>Engagement, Promotion and Education</b>	<ul style="list-style-type: none"> <li>• Assist and facilitate consultation and engagement regarding sustainability and environmental issues with relevant sectors of the community, including business, industry, community groups, schools, individual and multicultural groups.</li> <li>• Develop effective networking relationships with appropriate organisations in the community and region.</li> <li>• Collaborate with key staff in relation to projects that incorporate sustainability.</li> <li>• Assist with the usage of the environmental education electric van for community engagement programs, which may include running consultations and attending weekend and evening consultations as required.</li> <li>• Assist the Team Leader Sustainability Planning in the management requirements of Council’s Sustainability Advisory Committee as required.</li> </ul>
<b>Sustainability Planning and Design Technical Matters</b>	<ul style="list-style-type: none"> <li>• Provide accurate and professional technical sustainability planning advice to other staff, Councillors, management and community.</li> <li>• Administer and apply the provisions of the Planning &amp; Environment Act 1987, Greater Dandenong Planning Scheme, Australian and Victorian government policies and strategies, such as the Climate Change Act 2017 and other relevant Acts, Regulations, Codes of Practice, Policies and the like.</li> <li>• Adhere to all Council policies and relevant State and/or Federal legislation governing Planning and Design department activities when carrying out administration responsibilities for the Business Unit.</li> <li>• Assist in the review of the Greater Dandenong Planning Scheme where it relates to environmental or sustainability matters, with guidance as appropriate, so that it implements Council’s vision and aspirations for future development. This includes the Elevating ESD Targets Planning Scheme Amendment.</li> <li>• Review and provide advice on statutory planning referrals and development proposals where they relate to sustainable design matters or have environmental implications, and where relevant, assess against environmentally sustainable design (ESD) and the use of sustainable design assessment tools such as BESS and Green Star</li> <li>• Support Project Managers across Council where required on the development of sustainability initiatives within capital works projects.</li> <li>• Undertake research, data collection, surveys and collation of information on environmental matters.</li> <li>• Assist in the feasibility and undertaking of potential ESD verification and site-inspection compliance assessments of private developments in the future.</li> </ul>
<b>Project Management</b>	<ul style="list-style-type: none"> <li>• Assist in the coordination, facilitation and delivery of key sustainability planning projects and initiatives under the various Council policy programs.</li> <li>• Participate in the preparation of project/consultant briefs and coordination of project programs on sustainability planning and environmental matters where appropriate.</li> </ul>

	<ul style="list-style-type: none"> <li>• Report regularly to the Team Leader Sustainability Planning with updates on projects, milestones, budget and matters of a sensitive and political nature.</li> <li>• The management of personal day to day workload, meeting deadlines and management of project teams and consultants.</li> <li>• Ensure all responsibilities and functions are carried out in accordance with relevant legislation and Council policies.</li> </ul>
<b>Strategy and Policy Development</b>	<ul style="list-style-type: none"> <li>• Assist in the implementation of projects arising from the Council Plan and the Strategic and Environmental Planning Business Plan, and other sustainability related strategies, policies and action plans. These could cover areas including: climate change mitigation and adaptation, biodiversity, resource conservation, built environment, sustainable procurement, water sensitive urban design, and environmental management and protection.</li> <li>• Provide expert advice to Council on measures to improve Council's performance and to progress Council's strategic outcomes in areas including; energy management, climate change, waste management, biodiversity and integrated water management</li> <li>• Prepare a variety of sustainability related reports.</li> <li>• Independently maintain electronic document files in relation to all allocated applications in accordance with Corporate and legislative Planning and Environment Act and Freedom of Information requirements.</li> <li>• Independently follow all documented and automated internal policies, processes and procedures in relation to all allocated duties and services at all times.</li> <li>• Assist in the development of new and improved Department processes and procedures as well as participating in Business Planning, Continuous Improvement activities, and other Department improvement and growth initiatives.</li> </ul>
<b>Council's Sustainability Festival and other events</b>	<ul style="list-style-type: none"> <li>• Assist in the planning and implementation of key sustainability events, such as Council's Sustainability Festival, as well as provide a Sustainability presence at numerous other events throughout the year (including after-hours and weekends).</li> </ul>
<b>Liaison and Advocacy</b>	<ul style="list-style-type: none"> <li>• Assist in the preparation of grant and funding applications to external agencies for studies, strategies and capital improvement projects related to sustainability planning projects.</li> <li>• Advocate for actions that lead to improved environmental outcomes across Council and the community.</li> <li>• Assist in liaising and working with external organisations and government bodies such as the EPA, other Councils, service authorities, VicRoads, Melbourne Water and other relevant organisations to ensure their input and collaboration on all relevant Sustainable Planning matters.</li> <li>• Actively participate in relevant industry networks and activities.</li> </ul>

## Core Organisational Capabilities

We have a Core Capability framework to help everyone succeed and develop for their current and future positions. The relevant capabilities for this position are at the back.

## REACH Values

Our REACH values define who we are and how we interact with others. They define how each of us should aim to operate in the workplace regardless of the role we hold. Our REACH values are at the back.

## Organisational Responsibilities

Everyone at Council has the following responsibilities and obligations:

<b>Emergency Management</b>	<ul style="list-style-type: none"> <li>• Help Council fulfil its emergency management obligations by assisting in emergency management activities as required</li> </ul>
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<b>Occupational Health and Safety</b>	<p>All employees have responsibilities to:</p> <ul style="list-style-type: none"> <li>• Take reasonable care of their own health and safety.</li> <li>• Take reasonable care that their acts do not adversely affect the health and safety of other persons or themselves.</li> <li>• Follow policy, procedure or instructions to ensure as far as is reasonably practicable a safe workplace.</li> <li>• Report all incidents, injuries and near misses to their supervisor immediately and adhere to Council's occupational health, safety and return to work (RTW) policies and procedures.</li> <li>• Participate in health and safety training programs and initiatives.</li> </ul>
<b>Child Safety</b>	<ul style="list-style-type: none"> <li>• Understand obligations and act in an appropriate manner with and around children</li> <li>• Promote positive work practices with children</li> <li>• Establish boundaries around acceptable and unacceptable behaviour in relation to children</li> <li>• Adhere to reporting obligations where there is suspected or discovered child abuse</li> </ul>
<b>Climate Change &amp; Sustainability</b>	<ul style="list-style-type: none"> <li>• Help support Council's response to the climate emergency by helping facilitate a whole-of-organisation approach where climate change mitigation and adaptation is embedded into all Council services, assets, operational and decision-making processes.</li> </ul>
<b>Compliance</b>	<ul style="list-style-type: none"> <li>• Remain mindful of the requirements of the Victorian Charter of Human Rights at all times</li> <li>• Manage Council records in accordance with the relevant Council policies and corporate requirements to protect personal information.</li> <li>• Perform other duties as directed within the limits of acquired skills, knowledge, and training.</li> <li>• At all times, take responsibility for maintaining the strictest levels of confidentiality regarding ratepayers, customers, and employees.</li> <li>• At all times, comply with Council's Code of Conduct - Staff.</li> </ul>
<b>Diversity, inclusion and equity</b>	<ul style="list-style-type: none"> <li>• Demonstrate an understanding of and the ability to work with, diversity in the workplace, including: <ul style="list-style-type: none"> <li>○ zero tolerance of racism and expectations that staff will act on incidents of racism</li> <li>○ supporting Aboriginal and Torres Strait Islander children to express their culture and enjoy their cultural rights.</li> </ul> </li> </ul>
<b>Gender Equality</b>	<ul style="list-style-type: none"> <li>• Support Council's response to the prevention of violence against women and workplace sexual harassment, including by modelling acceptable behaviour, and reporting improper conduct in a timely manner.</li> </ul>

## Inherent requirements of the position

These are the essential requirements of this position:

Council has a Flexible Work Policy. All staff are required to attend the workplace for the minimum number of days specified in the Policy.

### Working out of standard business hours

- Not required.
- This role may be subject to work related contact outside of normal business hours

### Vision and Hearing Requirements

- This position requires a vision test
- This position requires a hearing test

On a typical day, approximately this much time would be spent on the following activities:

Cognitive Requirements	Task details (typical tasks)	Frequency (% of the working day)			
		Rare/ Never	Occasional 0 – 33%	Frequent 34 – 66%	Constant >66%
<b>Working independently</b> – ability to utilise autonomy with respect to the processes by which tasks are completed. Little to no autonomy with respect to the work allocated to them by the supervisor		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Team based work</b> – works in a team of people and not exposed to isolation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Communicating with others</b> – Verbally		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Communicating with others</b> - Written		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Focused Attention to task</b> – high levels of attention required to minimise errors and ensure accuracy		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Concentrating</b> – high levels of concentration required while completing required tasks		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Planning and sequencing tasks and activities</b>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Decision making</b> – required to exercise sound decision making while completing all aspects of the position		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Problem solving</b> – requirement to develop sound solutions to novel or unusual problems arising during the course of the day		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Reasoning</b> – required to exercise sound reasoning while completing all aspects of the position within defined scope		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Judgement</b> – required to exercise sound judgement while completing all aspects of the position within defined scope		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Short and long-term memory recall</b> – ready access to documented procedures or precedents to perform requirements of the position		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Emotional resilience</b> – exposure to stressful or distressing situations including meeting specified deadlines and production demands, dealing with aggressive or upset customers/clients, high conflict situations, general workload demands, change beyond individual's personal control		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Interruptions</b> – frequency of interruptions to daily work plans and requirement to change work plans at short notice		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Physical Requirements

This position does not require more than 10-15% manual handling/physical exertion

Physical Requirements	Task detail	Frequency (% of the working day)			
		Rare / Never	Occasional 0 – 33%	Frequent 34 – 66%	Constant >66%
<b>Mobility/Postures</b>					
<b>Sitting</b> – stay in a seated position		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Standing</b> – standing in an upright position, moving less than 3 steps		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Walking</b> – In an upright position, moving more than 3 steps		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Crawling</b> – Move on the hands & knees or by dragging the body close to the ground		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Non-manual handling</b>					
<b>Crouch/squat</b> – To lower the body by bending forward from legs and spine, buttocks on or near the heels		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Kneeling</b> – To lower the body		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Bending</b> – To bend forward and down from the waist or the middle of the back, rounding the shoulders and back for more than 3 seconds		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Reaching</b> – Extending arms out in any direction		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Twisting/trunk rotation</b> – Rotating the body to one side or the other without moving the feet		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Fine manipulation/pinch grip</b> – Fingers are on one side of the object and thumb on the other, typically without the object touching the palm		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Power/open hand grip</b> – Using the whole hand to grasp an object, typically used to handle large or wide objects where the fingers are extended		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Writing/typing</b>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Climb ladders</b>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Climb or descend stairs</b>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Low level work</b> – Performing manual handling actions at or near ground level		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Manual Handling</b>					
<b>Lift/Carry/Hold</b> – Raising or lowering an object from one level to another and holding/transporting the object using the hands, arms or on the shoulders		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Pushing/Pulling</b> – Applying force to move something away or closer to one's self, including static positions		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Kilograms of force (kg.f)</b> – Amount of force or effort required to perform a specific task or part of a task		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Weight requirements – lift, carry, push, pull or hold</b>					
1-5kg		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.1 – 10kg		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.1 – 15kg		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.1 – 20kg		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lift floor to hip		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lift waist to shoulder		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lift overhead		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pushing/pulling		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Band descriptors** (as defined in Council's Enterprise Agreement)

These descriptors help to classify the position:

### **Accountability and Extent of Authority**

- Supervision of project teams and consultants and management of resources. The freedom to act is governed by clear objectives and/or budgets, frequent prior consultation with more senior staff and a regular reporting mechanism to ensure adherence to plans.
- Provide expert advice in area of expertise subject to close supervision and clear guidelines. The effect of decisions and actions taken on individual clients may be significant, but the decisions and actions are always subject to appeal or review by more senior employees.
- Provide direct support and assistance to more senior employees. The freedom to act is not limited simply by standards and procedures, and the quality of decisions and actions taken will often have an impact upon the performance of the employees being supported.

### **Judgement and Decision-Making Skills**

- The objectives of the work are usually well defined.
- The work may involve solving problems, using procedures and guidelines and the application of professional or technical knowledge, or knowledge acquired through relevant experience.
- Problems are occasionally of a complex or technical nature with solutions not related to previously encountered situations and some creativity and originality is required.
- Guidance and advice would usually be available within the time required to make a choice.

### **Specialist Knowledge and Skills**

In addition to the knowledge and skills outlined in the Key Selection Criteria, the position requires the following essential skills and knowledge:

- An understanding of the relevant technology, procedures and processes used within the operating unit.
- Ability to interpret regulations with an understanding of the underlying principles involved as distinct from the practices.
- Understanding of the role and function of the senior employees to whom they provide support, an understanding of the long term goals of the unit in which they work, and an appreciation of the goals of the wider organisation.

### **Management & Interpersonal skills**

- The position requires skills in managing time, setting priorities and planning and organising one's own work and in appropriate circumstances that of other employees so as to achieve specific and set objectives in the most efficient way possible within the resources available and within a set timetable.
- At times, the position requires an understanding of and ability to implement personnel practices including those related to equal employment opportunity, occupational health and safety and employees training and development.

### **Verification & Approvals**

I certify that the content of this Position Description accurately reflects the overall role and accountabilities of the position:

	<b>Name</b>	<b>Signature</b>	<b>Date</b>
<b>Occupant</b>			

### Relationship Management

Develops and maintains strong and enduring relationships with colleagues and/or external stakeholders which are built on mutual respect and commitment. Ensures that all people are treated with dignity and respect regardless of gender, ethnicity, religion or sexual orientation.

- Demonstrates respect for the wide range of views and perspectives that are expressed in their teams
- Contributes effectively to team meetings
- Demonstrates commitment to team decisions
- Demonstrates respect for other team members

### Planning & Organising

Thinks from a wholistic perspective and sees the patterns in the complex relationships that exist between the different parts of the organisation. Uses these insights to ensure that the organisation's human, physical and financial resources are effectively used in the achievement of the organisation's, team's or the role's agreed priorities.

- Is able to explain the relationship between own work activities and the goals and objectives of the team
- Prioritises work based on the needs of the team
- Shares relevant information as and when appropriate
- Consistently does her/his share of the work

### People Development

Demonstrates a deep commitment to ongoing learning and development as fundamental to the organisation's sustained success and to the realisation of the potential of its people.

- Is active in identifying opportunities for ongoing growth and development
- Seeks feedback with a view to personal and professional development
- Looks for opportunities to grow skills and knowledge
- Is proactive in managing own career development

### Future focused organisation

Is keenly aware of the social, political, economic and technological trends that impact the global and local environments and ensures these are factored into the work of individuals, teams or the organisation to deliver on the needs and expectations of the Council and the community it serves

- Incorporates key issues impacting the broader environment into the way they undertake their work
- Responds flexibly to change
- Shows resilience in times of change
- Seeks support during times of uncertainty

### Outcome orientation

Demonstrates a strong commitment to a high-performance culture by constantly striving for high quality customer service outcomes and accepting responsibility for outcomes within their control

- Demonstrates a willingness to take informed risks in solving client issues
- Ensures tasks are consistently completed to the required standard
- Responds promptly and appropriately to requests for service
- Consistently follows established practices and procedures

### Service focus

Ensures there is a focus on delivering work priorities to agreed quality and timeliness standards

- Is friendly and responsive to clients/customers
- Strives to deliver quality client/customer outcomes
- Deals with client/customer issues with concern and a sense of importance



### Self-management

Demonstrates self-awareness through understanding own responses to a range of situations as well as understanding the impact their behaviour has on others

- Accepts personal responsibility for outcomes within their control
- Demonstrates the ability to regulate and adapt behaviour according to the circumstances and the audience
- Seeks out feedback with the purpose of reflecting on work performance with a view to self-improvement
- Models Greater Dandenong's ethical and organisational standards
- Acts decisively during times of ambiguity and pressure

### Safety, health and wellbeing

Ensures that the safety, health and wellbeing of employees, contractors, service users and councillors is at the heart of the organisation's culture and the way work is organised and services delivered

- Actively participates in discussions and activities aimed at improving safety, health and wellbeing
- Takes responsibility for the personal safety, health and wellbeing of self and immediate others
- Supports and encourages colleagues to actively participate in safety, health and wellbeing initiatives

## Council's REACH Values

### Respectful

We respect and care about our community, each other and ourselves.

We act with integrity at all times and in all matters.

We take time to listen to and seek to understand the other point of view.

We strive to understand and respect the diversity of our community and our workplace.

We understand our role in the community and respect the responsibility that comes with

### Creative

We care about getting the best outcomes.

We constantly ask: What's the future and what's possible?

We have the courage to try new ideas.

We strive for excellence in everything we do.

### Engaged

We listen to our community and respond.

We work together with our community and each other, to achieve the best outcome.

We have the confidence to challenge the status quo, to reach for better outcomes.

We are action-oriented in identifying and responding to new challenges.

### Honest

We tell the truth, even when we know people may not want to hear it.

We form our opinions and give advice from sound, evidence based research.

We act with humility and apply the highest standards of ethical behaviour to everything we do.

### Accountable

We are proud of our city, our community and our achievements.

We spend our time and effort on solutions rather than looking for someone to blame.

We take responsibility for our actions.

