



**CHIEF EXECUTIVE OFFICER**

**JOB & PERSON SPECIFICATION**

**SEPTEMBER 2025**

## Chief Executive Officer

<b>Position title</b>	Chief Executive Officer
<b>Employment type</b>	The position is offered as a full-time executive contract, subject to performance-based renewal. Performance will be formally reviewed annually by the LGA Board against strategic and operational goals.
<b>Reports to</b>	This position reports to the LGA Board of Directors
<b>Location</b>	Local Government House, 148 Frome Street, Adelaide
<b>Date of approval</b>	1 August 2025
<b>Special considerations</b>	Willingness and availability to travel across South Australia and interstate as required.

### Staff Values and Behaviours



#### **WE COLLABORATE**

We support each other to unlock our potential.



#### **WE LEAD**

We are courageous and own our actions.



#### **WE RESPECT**

We are open, honest and fair.



#### **WE CARE**

We treat others with kindness and empathy.



#### **WE CELEBRATE**

We highlight success and have fun.

### About LGA

LGA South Australia (LGA) is recognised as the peak body representing 68 councils across the state. Our purpose is to help local governments build stronger communities. We provide trusted services that include training, policy advice, advocacy, mutual cover, risk services, and purchasing solutions. LGA has two subsidiaries: LGA Mutual, which offers risk management and insurance services, and LGA Procurement, which supports councils with their procurement practices. We have a team of 45 employees and occupy the ground floor of Local Government House.

### **Position Overview**

The CEO provides strategic, future-focused leadership to the LGA and is accountable for implementing the LGA's Strategic Plan 2025–2029 and ensuring delivery of outcomes aligned with Board policy and direction.

This includes oversight of LGA's governance, planning, financial sustainability, and regulatory functions, while also leading sector-wide innovation, advocacy, reform, and service delivery. The CEO plays a pivotal role in strengthening the sector's resilience, reputation, and collaboration, and will represent local government interests at all levels of government and the public sphere.

### **Key Responsibilities**

#### **Strategic Leadership and Reform**

- Lead the implementation of the LGA's Strategic Plan 2025–2029 and drive organisational alignment and performance.
- Identify and champion reform, innovation and resilience-building across the local government sector.
- Be a thought leader and role model for cultural change, ethical leadership, and good governance across the South Australian local government sector.
- Anticipate emerging trends and support councils to adapt to economic, environmental, and technological changes.
- Ensure the LGA remains agile, fit-for-purpose, and financially sustainable.

#### **Policy, Advocacy and Representation**

- Represent councils and the sector in negotiations with state and federal governments to influence legislation, funding and policy outcomes.
- Provide evidence-based, non-partisan advice and lead advocacy campaigns on key sector issues.
- Act as a credible and influential spokesperson in public forums, media, and intergovernmental roundtables.

#### **Service Delivery and Sector Value**

- Oversee the design and delivery of high-value services, tools and training that support council capability and innovation.
- Drive transformation and shared service initiatives that improve efficiency and value for members.

- Promote sound governance, financial management and planning practices across the sector.

### **Leadership and Culture**

- Inspire and manage a high-performing executive and staff team, setting clear expectations and fostering accountability.
- Champion a collaborative, respectful and inclusive culture aligned with LGA values.
- Lead by example in personal integrity, resilience, and commitment to continuous improvement.
- Build the LGA's capacity to support member councils on strategic issues including climate change, workforce pressures, digital transformation, and emergency management.

### **Legislative and Statutory Responsibilities**

- Fulfil all legislative and regulatory obligations relevant to the LGA and its subsidiaries, including LGA Procurement, LG Mutual Liability Scheme, LGFA, as well as statutory roles in emergency management planning and oversight of self-insured WHS schemes.
- Exercise delegated authority for financial, operational, and strategic matters in accordance with LGA policies, the Constitution, and Board directives.
- Ensure compliance with all relevant legislation, including the Local Government Act, WHS, and statutory reporting obligations.

### **Key Relationships**

#### **President and Board**

- Promote shared values and alignment of purpose.
- Robust discussion about emerging issues and trends to ensure sound strategy and informed decision making.
- Keep informed particularly where there are conflicting interests and opinions.

#### **Member Councils**

- Build and maintain trusted relationships with council CEOs, mayors and elected members.

#### **Government (State/Federal)**

- Ensure the timely provision of accurate information and sound advice to facilitate appropriate engagement in, and/or decision-making.
- Identify, discuss and plan for emerging issues and negotiate funding outcomes.

#### **Executive Team and Staff**

- Provide information and advice about LGA objectives, policies and procedures.

**Partners & Peak  
Bodies**

- Inspire and motivate team, provide direction and manage performance.
- Foster collaborative relationships and partnerships with interstate LGAs and ALGA, to forward mutual interests
- Pursue new partnerships and business development opportunities.

**Media & Public  
Forums**

- Serve as a credible and influential representative, effectively communicating our messaging.

## **Essential Skills, Attributes and Capabilities**

### **Executive Leadership and Governance**

- Proven senior executive leadership experience within complex, member-based, or politically sensitive organisations.
- Substantial achievement at Director level or above, with a demonstrated ability to lead high-performing teams and deliver organisational outcomes.
- Experience in developing and implementing strategic direction in collaboration with a Board.
- Strong understanding of governance, accountability, and statutory frameworks, including working effectively with Boards and advisory committees.

### **Political Acumen and Policy Influence**

- Outstanding political acumen, with the ability to navigate sensitive environments with diplomacy and impartiality.
- Demonstrated success in advocacy and negotiation, including influencing policy at state or federal government levels.
- Experience in strategic policy formulation, public sector reform, and advancing long-term agendas in intergovernmental contexts.

### **Sector Knowledge and Reform**

- Local government experience, with an understanding of council operations, governance structures, and sector dynamics.
- Strategic awareness of current and emerging sector challenges such as climate risk, workforce capacity, regional development, and digital transformation.
- Proven success in leading reform, transformation, or innovation that delivers measurable value to members or communities.

### **Service Delivery and Organisational Innovation**

- Demonstrated experience in service re-design, culture change, or delivery transformation in a complex or regulated environment.
- Capability to lead and scale collaborative or shared service models across diverse organisational contexts.
- Commitment to continuous improvement and the development of others.

### **Financial and Operational Management**

- Strong commercial acumen, with experience managing financially sustainable business operations and service entities.
- Expertise in budgeting, capital planning, risk management, and organisational performance.
- Demonstrated ability to align financial and operational systems with strategic objectives.

### **Stakeholder Engagement and Sector Partnerships**

- Demonstrated ability to build and maintain effective relationships with government agencies, elected members, CEOs, and peak bodies.
- Skilled in engaging diverse stakeholders across metropolitan, regional, and remote areas.
- Credibility and confidence as a public representative, including in media, community, and government settings.

### **Personal Attributes**

- High integrity, authenticity, and the ability to engender trust and confidence.
- Resilient, adaptable, and calm under pressure, with a commitment to ethical leadership and respectful engagement.
- Inspiring leadership presence, with strong communication, negotiation, and conflict resolution skills.
- Systemic and analytical thinker with data literacy and a solution-oriented mindset.

### **Qualifications (Desirable)**

- Tertiary qualifications in law, public administration, business, governance, or a related discipline.
- Postgraduate qualifications in leadership, policy, or management.



## HOW TO APPLY

Applications including a cover letter and CV should be addressed to Andrew Reed and Justin Hinora. Please visit [henderconsulting.com.au](http://henderconsulting.com.au) to apply.

For a confidential discussion, please call (08) 8100 8827.

### **Please Note**

Your application will be automatically acknowledged by a return email.