

CITY AND ENVIRONMENT DIRECTORATE (CED)

POSITION DESCRIPTION

POSITION DETAILS

Position title: Assistant Director, Landscape Architecture

Business Unit: Office of the Landscape Architect

Classification: Senior Officer Grade C

Location: Dickson / flexible

Position number: P72228

Reports to: Government Landscape Architect, Environment, Planning and Policy

Division: Environment, Planning and Policy

Date last reviewed: July 2026

DIRECTORATE OVERVIEW

The City and Environment Directorate (CED) brings together the people, services and systems that shape Canberra's future. We are a new directorate with a bold purpose: to deliver smarter, more connected services that respond to the needs of our Territory and community.

CED was established to align planning and transport, improve efficiency of development decisions, support environmental management, consolidate city services operations, and strengthen how government connects with the community. Our work spans the natural and built environments, city and transport services, and regulatory and customer service functions.

We are here to:

- Deliver streamlined, customer-focused services.
- Align planning, transport and environmental stewardship.
- Consolidate operations for greater efficiency and impact.
- Make government services more accessible, transparent and trusted.

At CED, we put people and place at the centre of everything we do. Whether shaping policy, maintaining public spaces, designing transport networks or supporting regulatory access, our people contribute to a connected, inclusive and resilient Canberra.

BUSINESS UNIT OVERVIEW

The Office of the Landscape Architect (OLA) is a new and exciting addition to the ACT Government, established to help shape the long-term future of the ACT's landscapes, from urban centres and renewal precincts to peri-urban interfaces, rural lands and natural environments. Reporting to the Deputy Director-General, the OLA is supported by a dedicated team that works collaboratively across Environment, Heritage and Parks; Climate Change, Energy and Water; and Planning Policy Divisions.

As Australia's first Office of the Landscape Architect, we have a unique opportunity to influence how the Territory grows, adapts and thrives in the decades ahead. Our work recognises that landscape is more than parks and open space. It is the living framework that connects people, nature, culture and place.

Working across government, industry, academia and the community, we develop practical, evidence-based approaches to landscape planning and delivery. Our work brings together expertise in planning, urban design, ecology, climate adaptation, biodiversity, heritage and public health to create greener, healthier and more resilient places for all Canberrans.

A key focus of the OLA is leading the development and implementation of the ACT Landscape Plan, which will provide a shared vision for the Territory's landscapes and help align planning, climate, biodiversity, heritage and community wellbeing priorities. Through this work, we seek to ensure Canberra's outdoor environments continue to support thriving communities and a high quality of life.

We believe the best outcomes are achieved through collaboration. The OLA values strong partnerships, genuine engagement and co-design with community, industry and First Nations stakeholders. We foster a culture that is inclusive, curious and future-focused, where diverse perspectives are welcomed and innovation is encouraged.

Joining the OLA means becoming part of a small, dedicated team with a big vision, helping create a lasting legacy for the ACT's landscapes and future generations. If you are passionate about creating positive change through landscape, we would love to hear from you.

What we offer

- The opportunity to be part of a pioneering team shaping Canberra's future through landscape-led thinking. Your work will help create more resilient places that benefit communities, biodiversity and future generations.
- A collaborative environment with a small motivated team that values curiosity, inclusion and shared learning, and who encourage you to develop your skills and expertise.
- A flexible workplace (with working from home arrangements currently in place) with brand new, state of the art accommodation enabling activity-based work in a fun and creative environment.

POSITION OVERVIEW

Reporting directly to the Government Landscape Architect, the Assistant Director, Landscape Architecture will play a pivotal role in shaping the ACT's first Landscape Plan and helping guide Canberra's future as a resilient, connected and liveable city. We're building Australia's first Office of the Landscape Architect, so if you've ever wanted to say "I was there at the beginning", this is your chance.

Working at the intersection of planning, design, ecology and policy, you will help ensure that landscape values are embedded in strategic decision-making across the Territory. As part of this, you will help guide evolution of the Landscape Plan and ensure it remains aligned with emerging ACT planning, development and environmental policy priorities. You will bring 7-10 years of experience working in the field with a familiarity of large-scale strategic planning and design projects.

You will help coordinate and integrate strategic landscape design and planning advice across key government initiatives and contribute to policy development relating to conservation, urban growth, climate adaptation, biodiversity, landscape character and cultural values. This includes working collaboratively with stakeholders across government, industry and community to help shape policies, design strategies and projects that influence strategic land use and transport planning and future urban development.

This is a unique opportunity to contribute to landscape design outcomes at a Territory scale and help create a lasting legacy that will benefit generations of Canberrans.

DUTIES / RESPONSIBILITIES

In this position, under limited direction, you will

1. Lead the development of strategic landscape design policy, plans and frameworks that integrate biodiversity, climate adaptation, living infrastructure and urban growth objectives.
2. Provide landscape design and planning advice on matters relating to tree canopy, urban heat mitigation and biodiversity-sensitive urban design.
3. Apply spatial analysis and evidence-based approaches to inform land use planning, conservation priorities and development outcomes.
4. Lead policy development and implementation relating to living infrastructure, ecological connectivity, climate resilience and environmental management.
5. Coordinate cross-government initiatives and represent the Directorate in strategic planning, legislative reform and stakeholder engagement processes.
6. Manage complex projects, research programs, consultants and partnerships to support evidence-based policy and planning outcomes.

7. Undertake other tasks to support the work of the Division, as directed.
8. Understand and work within the ACTPS Code of Conduct and ACTPS values of respect, integrity, collaboration and innovation, and model behaviour consistent with the ACTPS Respect, Equity and Diversity framework.
9. Maintain records in accordance with the Territory Records Act 2002 and Privacy Principles.

SELECTION CRITERIA (CAPABILITIES)

What we're looking for:

1. *Strategic Landscape Design Policy and Planning.* You have experience developing landscape design policy, plans or strategies that balance environmental, social and development outcomes. You can see the big picture and help turn long-term aspirations into practical actions.
2. *Using evidence to inform decisions.* You are comfortable working with data, maps and spatial information to understand complex issues and support good design planning and policy decisions, especially as it relates to landscape architecture, biodiversity conservation, climate adaptation and urban development.
3. *Building relationships and working collaboratively.* You enjoy bringing people together, building trusted relationships and working across organisations to achieve shared goals. You can influence outcomes and navigate differing perspectives with confidence and respect.
4. *Landscape Architecture and Environmental Planning* You have strong knowledge of contemporary landscape architecture principles and their application to urban planning, open space design, environmental management, ecological connectivity, biodiversity-sensitive urban design and landscape-scale conservation
5. *Initiative and innovative thinking* You are curious, forward-thinking and able to identify opportunities and solutions to emerging challenges. You enjoy exploring new ideas and helping shape positive change.
6. *Delivery and Accountability* You can manage competing priorities, exercise sound judgement and deliver high-quality work in complex environments. You take ownership of your work and are focused on achieving meaningful outcomes.
7. *Values-driven leadership.* You demonstrate the ACTPS values of Respect, Integrity, Collaboration and innovation, and actively contribute to a safe, inclusive and supportive workplace.

COMPLIANCE REQUIREMENTS / QUALIFICATIONS

Required

- Registration or eligibility for registration as a Landscape Architect.

Desirable

- Experience working within government planning, environmental or climate policy settings.
- Knowledge of ACT planning, environmental and climate change policy frameworks.

- This position **does not** require a Working with Vulnerable People Check.

FURTHER INFORMATION

Contact Officer

Dr Gweneth Leigh, Government Landscape Architect, Environment, Planning and Policy

Email: Gweneth.Leigh@act.gov.au

For further information about CED, its roles and functions, employment conditions, office locations and other related resources, please visit [City and Environment Directorate - ACT Government](#).

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role of Assistant Director, Landscape Architecture (position number P72228) and indicates how frequently each of these requirements would be performed. Please note that CED is committed to providing reasonable adjustment and ensuring all individuals have equal opportunities in the workplace.

ADMINISTRATIVE	FREQUENCY
Telephone use	Frequently
General computer use	Frequently
Extensive keying/data entry	Frequently
Graphical/analytical based	Frequently
Sitting at a desk	Frequently
Standing for long periods	Occasionally
Designated workstation	Never
<i>The position in an activity based work environment</i>	

STANDARD HOURS	FREQUENCY
Flexible working hours (access to flex time)	Frequently
Fixed or specified start/finish times	Occasionally
Expected to work extensive hours over a significant period due to the nature of the duties	Never
Access to Accrued Days Off (ADO's)	Never
Peaks and troughs	Occasionally
Frequent paid overtime	Occasionally
Rostered shift work	Never

SOCIAL DEMANDS	FREQUENCY
Work with others towards shared goals in a team environment	Frequently

Work in isolation from other staff (remote supervision)	Occasionally
Working in a call centre environment	Never
Working directly with the public	Occasionally

PHYSICAL DEMANDS	FREQUENCY
Distance walking (large buildings or inter-building transit)	Occasionally
Working outdoors	Occasionally

MANUAL HANDLING	FREQUENCY
Lifting 0 – 5kg	Occasionally
Lifting 5 – 10kg	Occasionally
Lifting 10kg+	Never
Climbing	Never
Reaching	Never
Bending/squatting	Never
Push/pull	Never
Sequential repetitive movements in a short amount of time	Never

TRAVEL	FREQUENCY
Frequent travel – multiple work sites	Occasionally
Frequent travel – driving	Occasionally
Frequent travel – interstate	Never

SPECIFIC HAZARDS	FREQUENCY
Working at heights	Never
Exposure to extreme temperatures	Never
Operation of heavy machinery e.g. forklift	Never
Confined spaces	Never
Excessive noise	Never
Low lighting	Never
Handling of dangerous goods/equipment	Never
Working with asbestos	Never
Potential to encounter agitated customers	Occasionally
Exposure to potentially distressing case material	Never

OTHER	FREQUENCY
Uniform required	Occasionally
Personal Protective Equipment (PPE) required	Never