



Position Description

AGENCY: Suburban Land Agency

POSITION TITLE: Program Manager

GROUP: Place Delivery Group

POSITION NUMBER: PN70571

CLASSIFICATION: IMS1

LAST REVIEWED: May 2026

What we do

The Suburban Land Agency (SLA) is the ACT Government's land developer, shaping Canberra's future through suburban development and urban renewal.

We are committed to creating great places where communities thrive. We build people-focussed residential estates and urban renewal projects for the people of Canberra.

Through smart, sustainable development, our goal is to strike a balance between social, economic and environmental benefits for all Canberrans.

The objectives of SLA are set out in s38 of the *City Renewal Authority and Suburban Land Agency Act 2017* (the Act) and include:

- a) the encouragement and promotion of inclusive communities through the delivery of people-focussed neighbourhoods;
- b) the encouragement and promotion of suburban development that supports affordable living, a safe and healthy population, social inclusion, housing choice, environmental sustainability, urban renewal, growth and diversification of the Territory economy and social and environmental sustainability; and
- c) operational effectiveness, delivering value for money using sound risk practices.

What Makes SLA Different?

What sets SLA apart is its purpose-driven approach. Revenue from our projects is reinvested by the ACT Government into public services, infrastructure, and future growth. Every land sale contributes to building a stronger, more connected city.

We also have the advantage of working closely with a wide range of agencies and teams. This collaboration allows us to share knowledge and resources, align priorities, and move forward with a shared vision. Our work is informed by collective insight and delivered with community impact at its core.

On top of that, being part of Government brings additional benefits, including flexible work arrangements and a strong focus on work-life balance.

Group Overview

The Place Delivery Group is responsible for the end-to-end delivery of master-planned communities and strategic urban development projects across the ACT. Some of the key responsibilities include:

- delivering to the [Government's Indicative Land Release Program](#), including affordable, community and public housing targets and delivering significant financial returns through dividends to the Territory.
- undertaking feasibility analysis to inform Government investment decisions on major infrastructure, civil works, estate development, commercial ventures and built-form outcomes;
- partnering with industry on complex commercial arrangements and ventures;
- facilitating the provision of critical Government and non-Government facilities and major trunk infrastructure

- undertaking due diligence and planning activities to inform concept and detailed design;
- preparing concept and detailed designs using a people-centric approach that demonstrates sustainable, integrated developments that attract and promote thriving communities;
- preparing masterplans, statutory planning proposals and securing statutory approvals;
- developing outcomes-based, complex land release structures and contractual arrangements and overseeing their administration from inception through to post-sale;

With a strong focus on innovation and creating long-term value, we make sure our projects reflect government priorities and deliver real, lasting benefits for the people who live here.

The Place Delivery Group is made up of the following functions:

- Urban Development, including urban estates and urban releases
- Commercial Ventures, including Ginninderry Joint Venture;
- Greenfield Development, including Molonglo, Gungahlin suburbs and Town Centres
- Infrastructure Services, including civil and landscaping
- Molonglo Town Centre Program

Together we deliver: Sustainable urban and greenfields environments that bring people and businesses together and help our community and natural environments thrive.

We do this by collaborating across SLA and prioritising sharing information and resources we need to deliver on our shared strategy. [Find out more about our teams here.](#)

Your Duties and Responsibilities

The Program Manager is responsible for the strategic leadership and delivery of a program of Greenfield or Urban estate development projects. This role ensures effective planning, implementation, monitoring, and reporting of project performance in alignment with SLA objectives.

Key duties and responsibilities include:

Program Accountability and Reporting

- Oversee the full lifecycle of multiple development projects and or complex project, within the program.
- Provide regular, high-level reporting on program performance to the Minister's Office, SLA Board, Chief Executive Officer, Executive Director, and other key stakeholders.
- Ensure governance frameworks are applied consistently across projects and that reporting against agreed targets is routinely undertaken.
- Active management of key project risk and the escalation through appropriate governance to manage and communicate risks to the Territory.

Leadership and Team Management

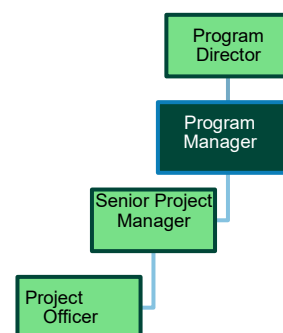
- Lead, manage, and motivate multi-disciplinary teams including internal staff, consultants, and contractors.
- Ensure teams are informed and compliant with relevant policies, procedures, and ACT Public Service Values.
- Foster a collaborative and high-performance culture across the program.

Strategic Planning and Delivery

- Develop and manage timelines, milestones, budgets, and risk mitigation strategies to meet key performance indicators (KPIs).
- Identify opportunities for continuous improvement in program and project delivery aligned with SLA's objectives.
- Deliver large-scale, complex development projects from conception to completion, encompassing all aspects of Greenfield, Urban Renewal and Commercial development.
- Ensure projects are delivered efficiently, sustainably, and in accordance with SLA's objectives and community expectations.

Stakeholder Engagement and Communication

- Negotiate and communicate effectively at senior levels, including with Ministers, Executives, and industry representatives.



- Represent SLA at public meetings, workshops, and forums with statutory authorities, government agencies, private sector entities, and community groups.
- Understand the role of place-led engagement and its contribution to design, master planning and land sale processes.
- Demonstrate high-level written, verbal and visual communication skills to influence and implement strategic outcomes.

Behavioural Capabilities

1. Proven ability to lead and deliver complex programs within tight and competing timeframes, demonstrating advanced leadership of multidisciplinary teams. Effectively prioritises workloads, allocates resources, and motivates high-performing teams to achieve outcomes, while upholding integrity, accountability, and the ACTPS Values to ensure consistent delivery of high-quality results.
2. Demonstrates a highly developed capacity to build and sustain strategic relationships with diverse and senior stakeholders, including Executives, Ministers, and community representatives. Leverages exceptional communication, negotiation, and stakeholder management expertise to influence outcomes, navigate complex environments, and deliver high-quality, client-focused services aligned to organisational and government priorities.

Professional/Technical Skills and Knowledge

3. Demonstrated experience delivering and reporting on all aspects of complex land and urban renewal development projects, including financial and non-financial performance management.
4. Demonstrated ability to identify, manage and escalate emerging risks and issues across a program of projects. A strong understanding of government, commercial, financial, legal, technical, social, and environmental drivers to make informed decisions to provide strategic direction.

Highly Desirable

The successful candidate will require detailed knowledge and experience of land development, project management, planning, design and construction processes.

- This position does involve a Working with Vulnerable People Check
- This position does involve direct supervision of personnel
- Relevant Tertiary and /or professional qualifications are highly desirable along with demonstrated experience in a related field such as: Project/Contract Management, Infrastructure engineering/design and Construction Management, Property Law, Architecture or Urban Planning
- General Construction Induction Card (White Card).
- Asbestos Awareness Card.
- Crystalline Silica Exposure Prevention Card.

Pre-requisite Qualifications and/or Experience

Mandatory

Positions classified as Infrastructure Manager/Specialist require the occupant to hold recognised qualifications and/or experience in **one or more** of the following fields:

- **Engineering**—a four-year degree or higher qualification accredited by Engineers Australia or Professionals Australia for recognition as a Professional Engineer (including recognition of equivalent overseas engineering qualifications) and a minimum of 10 years' relevant experience in engineering.

- **Architecture**—a three-year degree or higher qualification accredited by an Australian state or territory architecture authority for recognition as a Professional Architect (including recognition of equivalent overseas qualifications) and a minimum of 10 years' relevant experience in architecture.
- **Project Management**—
 - i. A Diploma in Project Management accredited by an Australian state or territory tertiary education institution (or an equivalent overseas qualification that is eligible for reciprocal recognition in Australia) and a minimum of 10 years' relevant experience in project management, or
 - ii. Certification by a professional body, such as the Australian Institute of Project Management (AIPM), to the level of Certified Practicing Project Director (CPPD) or Certified Practicing Portfolio Executive (CPPE), in addition to a relevant degree or higher qualification issued by an Australian state or territory tertiary education institution (or an equivalent overseas qualification that is eligible for reciprocal recognition in Australia) and a minimum of 10 years' relevant experience in project management, or
 - iii. At least 10 years' relevant experience in project management.

Work Environment Description

We are committed to providing reasonable adjustment and ensuring all individuals have equal opportunities in the workplace. Below is an indication of the frequency of fundamental requirements of the position:

ADMINISTRATIVE	FREQUENCY
Telephone use	Frequently
General computer use	Frequently
Extensive keying/data entry	Occasionally
Graphical/analytical based	Frequently
Sitting at a desk	Frequently
Standing for long periods	Occasionally
Designated workstation The position in an activity-based work environment	Never
STANDARD HOURS	FREQUENCY
Flexible working hours (access to flex time)	Never
Fixed or specified start/finish times	Occasionally
Expected to work extensive hours over a significant period due to the nature of the duties	Occasionally
Access to Accrued Days Off (ADOs)	Never
Peaks and troughs	Frequently
Frequent paid overtime	Never
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	Frequently
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	Occasionally
Bending/squatting	Occasionally
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	Occasionally
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	Occasionally