



ACT
Government

Suburban Land
Agency

POSITION DESCRIPTION

Agency: Suburban Land Agency

Position Number: E01432

Position Title: Executive Branch Manager,
Commercial Ventures and Urban
Development – Place Delivery Group

Classification: Executive Level 1.4

Last Reviewed: August 2026

Location: Canberra City/Ngunnawal Country

WHAT WE DO

Suburban Land Agency

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 SLA is an ACT Government statutory authority that is governed by an independent Board. Sitting within the Chief Minister, Treasury and Economic Development Directorate, SLA operates under the *City Renewal Authority and Suburban Land Agency Act 2017 (CRASLA Act)* and contributes to the Territory's economic growth and diversification, generating revenue to assist ACT Government to deliver on their priorities.

The objectives of SLA are set out in s38 of the *CRASLA 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 that the value we create flows directly back into the community. The profits from our projects are reinvested into public services, infrastructure, and future developments that

benefit all Canberrans. Every project we deliver has a purpose beyond the bottom line - it helps shape 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 on 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.

Place Delivery Group

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; and
- 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 environments that bring people and businesses together and help our community and natural environments thrive.

We do this by collaborating across SLA. [Find out more about our teams here.](#)

ROLE DUTIES AND RESPONSIBILITIES

Shape Canberra's Future Through Impactful Leadership

Are you ready to lead transformative projects that define how people live, work, and connect?

The Executive Branch Manager, Commercial Ventures and Urban Development, is a senior leadership role within the ACT Government. It oversees a capital program of approximately \$200 million per year and leads a team of around 30 staff. The role reports to the Executive Director of the Place Delivery Group and is responsible for delivering commercial ventures and urban development projects across Canberra. This role will work alongside the Place Delivery Group, Executive Branch Manager (Greenfields, Molonglo Town Centre Program and Infrastructure).

You will lead the Commercial Ventures and Urban Development teams. Each team plays a critical role in the development lifecycle from planning to settlement. This includes overseeing all phases of delivery by the respective teams —from planning and approvals to procurement, stakeholder engagement and project close out. Key projects include oversight of the Ginninderry Joint Venture, urban revitalisation of the Belconnen precinct, Kingston and East Lake precinct development and commercial partnerships that unlock innovation and long-term value for the Territory.

This is a unique opportunity to shape city-scale outcomes, build strong partnerships across government and industry, and lead multidisciplinary teams committed to excellence. You will represent SLA at executive forums, public meetings, and industry events.

Your leadership will help SLA deliver places that reflect the aspirations of Canberra's growing and diverse community. If you are a strategic thinker, collaborative leader, and passionate advocate for sustainable development, we invite you to bring your vision to life with us.

Executive Leadership at SLA

As a member of SLA's Executive Leadership Team, you will play a key role in shaping organisational culture, leadership and performance beyond your immediate portfolio. SLA executives operate under a shared Executive Leadership Charter that promotes collective accountability, strategic decision-making, transparent communication, continuous improvement and visible leadership. Executives are expected to act as enterprise leaders, working collaboratively to deliver organisational outcomes, foster alignment across teams, and create an environment where people feel empowered, supported and connected to SLA's purpose.

Key responsibilities include:

- Operating as an effective and inclusive member of SLA's Executive Leadership Team, demonstrating the behaviours outlined in the SLA Executive Leadership Charter and contributing to collective organisational leadership, strategic decision-making and the development of an innovative, engaged and high-performing workforce.
- Demonstrate collective accountability for organisational outcomes, actively contributing to a united Executive Leadership Team and supporting consistent communication, continuous improvement and enterprise-wide decision-making.
- Championing ACT Public Service values and fostering a culture of respect, collaboration, and innovation across the organisation.
- Leading the Urban Development and Commercial Ventures teams to ensure high quality outcomes, as well as high quality program and project performance.

- Oversee the development and management of strategic business frameworks, including timelines, milestones, budgets, and risk management plans, to ensure the successful delivery of key performance indicators (KPIs) and drive continuous improvement across SLA programs and projects.
- Provide strong leadership and direction across land development initiatives, aligning project delivery with SLA's strategic goals while leading, managing, and motivating multidisciplinary teams, including staff, consultants, and contractors, and ensuring adherence to relevant policies and procedures.
- Ensuring effective governance, risk management (in particular, safety), compliance and financial control across all elements of project and contract management, and continuous improvement initiatives.
- High level reports and correspondence including submissions on behalf of the CEO and Executive Directors, in the form of Ministerials and briefs as well as Board reports.
- Working alongside the Business Manager – Place Delivery to lead high-level negotiation and engagement to build strong relationships within ACT Government, referral entities, statutory authorities, developers, suppliers and community stakeholders.
- Representing and advocating for SLA's interests in external forums and meetings.

We welcome applicants from the private sector and encourage applicants to demonstrate equivalent experience such as managing commercial contracts, navigating regulatory frameworks, or leading risk-based decision-making.

In addition, commencing 1 July 2026 Senior Executive Service (SES) Members must do their job in accordance with the closing the gap principle. Further information about the closing the gap principle is included in section 8(4) of the [Public Sector Management Act](#).

SELECTION CRITERIA (EXECUTIVE CAPABILITIES)

The ACT Public Service (ACTPS) Executive Capabilities are a way of describing the behaviours that characterise successful ACTPS executives and the values and personal attributes that support these behaviours. They also provide an integrated and consistent means of assisting executives to identify developmental needs and achieve significant and measurable growth in areas such as leadership, strategic vision and effective management.

Leads and values people	• Motivates and develops people • Values diversity and respects individuals • Builds a culture of improving practice
Shapes strategic thinking	• Inspires a sense of purpose and direction • Encourages innovation and engages with risk • Thinks broadly and develops solutions
Achieves results with integrity	• Develops organisational capability to deliver results • Manages resources wisely and with probity • Progresses evidence-based policies and procedures • Shows sound judgement, is responsive and ethical
Fosters collaboration	• Listens and communicates with influence • Engages effectively across government • Builds and maintains key relationships
Exemplifies citizen, community and service focus	• Understands, anticipates and evaluates client needs • Creates partnerships and co-operation • Works to improve outcomes

EXECUTIVE LEADERSHIP CHARTER

SLA's Executive Leadership Charter sets out the expectations, behaviours and ways of working for members of the Executive Leadership Team. It reflects our commitment to collective accountability, transparent communication, visible leadership, continuous improvement and empowering our people to deliver exceptional outcomes for the Canberra community.

CONDITIONS OF EMPLOYMENT

The successful applicant will be engaged under a performance-based contract. Employment conditions and benefits, including remuneration, are detailed on the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) website

<https://www.cmtedd.act.gov.au/employment-framework/for-executives/actps-executive-employment-conditions>

Applicants should be aware that individual contracts and performance agreements are tabled in the ACT Legislative Assembly.

DIVERSITY

We are actively seeking to increase the diversity of our leadership team. People with a disability, women, Australians from culturally and linguistically diverse backgrounds, and Aboriginal and Torres Strait Islander people have an equal opportunity for appointment to this position and we

encourage you to apply. If you are interested in applying for this role, please let us know how we can best support you through the application process.

FURTHER INFORMATION

- Suburban Land Agency website: <https://suburbanland.act.gov.au/en>
- Jobs ACT website: www.jobs.act.gov.au

QUALIFICATIONS/ REQUIREMENTS

- Executive level experience working in a commercial environment across the public and private sectors will be highly regarded.
- We are seeking an adaptive leader who thrives in achieving quality results through people and building positive workplace culture.

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role of and indicates how frequently each of these requirements would be performed.

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	Frequently
Designated workstation	Occasionally

STANDARD HOURS	FREQUENCY
Flexible working hours	Occasionally
Fixed or specified start/finish times	Occasionally
Expected to work extensive hours over a significant period due to the nature of the duties	Frequently
Access to Accrued Days Off (ADO's)	Never
Peaks and troughs	Frequently
Frequent 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	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	Never
Exposure to potentially distressing case material	Never

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

Executive Leadership Charter

How we operate as an Executive Team and the experience we want to create

We commit to the following principles and behaviours to ensure clarity, consistency, and confidence in our leadership. Our charter outlines not only how we operate together, but also the experience we strive to create for our teams and stakeholders.

Our Ways of Working

Collective Accountability

We take shared responsibility for enterprise outcomes, placing organisational interests above individual portfolios. Decisions made at the executive level are owned collectively and communicated as a united front. We hold each other to account with candour and care.

Role Clarity

We maintain clear boundaries between strategic, operational, and project roles, focusing our involvement where it adds strategic value.

Decisive and Disciplined Decision-Making

We define and respect decision rights, ensuring that escalation, consultation, and delegation are clear. Once decisions are made, we commit to them and avoid revisiting.

Consistent and Transparent Communication

We align on key messages before communicating with teams, clearly distinguishing between what has been decided and what is still under consideration. We use planned, consistent language to foster trust and understanding.

Continuous Improvement

We encourage open dialogue about process, structure, and policy frustrations, using these insights to drive innovation and prioritise improvements collaboratively.

Presence and Engagement

We demonstrate visible leadership by sharing communication responsibility engaging in open conversations, and showing vulnerability about what we know and don't know.

Respect and Empowerment

We trust and empower our teams and each other by delegating appropriately, providing clarity on authority, and supporting our teams to act confidently within their roles.

The Experience We Want to Create

Clarity and Confidence

Our teams know who is accountable for decisions and experience consistent leadership direction.

Trust and Alignment

Staff and stakeholders see a united executive team whose actions and communications are aligned with the organisation's strategic intent.

Empowerment and Support

Teams feel empowered to act within clear boundaries and supported by visible, accessible leadership.

Transparency and Engagement

All members of the organisation experience open, honest, and timely communication about priorities, decisions, and areas of uncertainty.

Celebrate Success and Continuous Growth

The organisation pauses to celebrate success and feels our commitment to learning, improvement, and innovation in how we lead and deliver.

This charter is a living commitment, guiding our conduct as an executive team and shaping the leadership culture we aspire to create.