

CITY AND ENVIRONMENT DIRECTORATE (CED)

POSITION DESCRIPTION

POSITION DETAILS

Position title: Assistant Director, Territory Planning and Planning Reform

Classification: Senior Officer Grade C

Position number: P15295

Group: Policy, Planning and Built Environment Group

Business unit: Building, Design and Development Branch

Location: Hybrid Working Arrangements / Dickson, ACT

Reports to: Senior Officer Grace B/A

Date last reviewed: September 2026

Position requirements: Nil

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.

GROUP OVERVIEW

The Policy, Planning and Built Environment (PPB) Group has been established to bring together a significant portion of CED's strategic and legislative policy functions, to enhance the ACT's



Planning, Land, Housing and Development functions, to establish and align transport and land use planning capability and to consolidate our design policy and review capability.

The PPB Group consists of the following areas:

- Building, Design and Development Branch;
- Homes and Land Supply Branch;
- Strategic Planning, Transport and Policy Branch; and
- Strategic Policy and Legislation Branch.

BUSINESS UNIT OVERVIEW

The Building, Design and Development Branch delivers a coordinated approach to safe, high-quality buildings and well-planned development across the ACT. It leads the Government's loose fill asbestos response by maintaining the Affected Residential Premises Register, managing the buyback and demolition program, and ensuring compliance with the Dangerous Substances Act 2004. The branch supports sustainable land development by assessing proposals to ensure new assets meet engineering standards and align with long-term municipal infrastructure needs, while also providing specialist advice on land governance and planning processes. The branch leads ongoing reform of the ACT's planning and development system through changes to the Territory Plan and other planning legislation. It strengthens consumer protection and building performance through policy development, legislative reform, and initiatives that enhance construction quality, energy efficiency, and emissions reduction, and it administers the ACT's building regulatory framework to support a safe and accountable construction sector. The branch also enhances design quality across the built environment by providing design guidance and evidence for planning system improvements, supporting the National Capital Design Review Panel, and managing the Government Architect's consultation responsibilities.

POSITION PURPOSE

As an Assistant Director, you will support the Director and Senior Director in the delivery of the Territory Plan and Planning Reform program. The role contributes to the leadership and implementation of plan administration, legislative amendments, and key reform initiatives. The role ensures high-quality analysis and advice, coordinates inputs across government, and works closely with stakeholders to enable effective, contemporary planning outcomes for the ACT.

DUTIES / RESPONSIBILITIES

Under broad direction, you will undertake a range of duties, which may include:

1. Administer the Territory Plan, which involves preparing and processing amendments to the Territory Plan, and the management of statutory and administrative processes in accordance with the *Planning Act 2023*.
2. Lead and contribute to contemporary planning reform projects, including the development of evidence-based planning policy.

3. Prepare technical advice for a range of matters such as, major ACT Government and private sector development projects, strategic planning referrals, development applications, Territory Plan amendments, National Capital Plan amendments, and projects presented to National Capital Design Review Panel.
4. Develop and maintain productive working relationships with key stakeholders by creating a collaborative approach to resolving issues by liaising, coordinating and negotiating.
5. Represent the team, the Division and the ACT Government in internal and external meetings, workshops and engagement activities, especially through project working groups and stakeholder meetings.
6. Assist in leading a multi-disciplinary project team to work towards the effective delivery of the Division's responsibilities and work program.
7. Mentor, supervise and review the output of lower level officers within the section.
8. Undertake other duties appropriate to this level of classification which contribute to the work of the team, the Group and the organisation.
9. This position **may** involve direct supervision of staff.

SELECTION CRITERIA (CAPABILITIES)

Provide concise evidence of your **skills, knowledge and behaviours** against the duties above and the ACTPS Shared Capability Framework.

1. Proven ability to work collaboratively in an outcomes-focused team and independently manage policy projects in a complex and dynamic environment, including under pressure and within tight timeframes.
2. Demonstrated knowledge of contemporary planning and urban development practice, supported by strong conceptual, analytical, research and problem-solving skills and sound judgement in addressing complex issues.
3. Demonstrated ability to engage, liaise and negotiate effectively with diverse stakeholders, including community and industry, to build productive relationships and support the delivery of complex policy projects.
4. Demonstrated knowledge and experience in coordinating and delivering strategic planning and urban policy advice, supported by strong written, oral and interpersonal communication skills.
5. Commitment to ACTPS values, Respect, Integrity, Collaboration, Innovation, and to workplace health, safety and wellbeing.

COMPLIANCE REQUIREMENTS / QUALIFICATIONS

- Tertiary qualifications and/or relevant industry/professional experience in town/urban planning, urban policy, architecture, landscape architecture, urban design, environmental planning or a related field is highly desirable.
- This position **does not** require a Working with Vulnerable People Check.
- This position **does not** require a Security Clearance.

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role of [Assistant Director](#) (position number [P15295](#)) 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	Occasionally
Graphical/analytical based	Occasionally
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)	Occasionally
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 (ADO's)	Never
Peaks and troughs	Occasionally
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	Occasionally

PHYSICAL DEMANDS	FREQUENCY
Distance walking (large buildings or inter-building transit)	Occasionally
Working outdoors	Never

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	Occasionally

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	Never
Personal Protective Equipment (PPE) required	Never