Position Description

AGENCY: Suburban Land Agency
POSITION TITLE: Senior Development Manager
GROUP: Place Delivery Group

POSITION NUMBER: P52633
CLASSIFICATION: IO5
LAST REVIEWED: October

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-focused greenfield and urban renewal estates 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-focused 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.

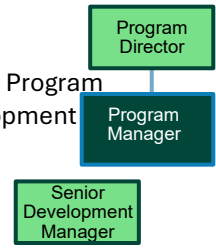
The Place Delivery Group is made up of the following functions:

- Urban Development, including urban estates and urban releases
- Commercial Ventures, including Ginninderry Joint Venture, Built Form and Commercial Strategy;
- 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 greenfield environments that bring people and businesses together and help our community and natural environments thrive.

We do this by collaborating across Government 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 Senior Development Manager is responsible for the strategic leadership and delivery of a program of land development projects including Built Form and/or Urban and land development projects. This role reports to the Program Manager and ensures effective delivery (planning, implementation, monitoring, and reporting) of multiple development projects in alignment with SLA objectives.

Key duties and responsibilities include:

Program Accountability and Reporting

- Shape strategic directions and timely outcomes within a complex commercial delivery environment with competing priorities, tight timeframes and cost pressures.
- Demonstrate excellent written and confident oral communications and negotiations with diverse audiences, both internal and external to government.
- Manage workload priorities, work to multiple deadlines, and deliver high quality outputs and advice to the Agency Executive and Board.
- Demonstrate leadership and passion in city making and manage multi-disciplinary teams in a way that creates a motivating work culture.
- Responsibilities include all aspects of development delivery, using a risk management approach and ensuring appropriate project governance is established and maintained, including:
    - establish, implement and monitor project governance artefacts, such as Business Cases, Project Management Plans and Monthly Reporting including triple bottom line feasibility analysis of project proposals
    - manage Work Health and Safety (WHS) on projects in accordance with legislation and guidelines established by the Agency and the Territory
    - deliver projects against KPIs such as release, revenue, environmental and social targets
    - apply strategic thinking on development approaches, both from a market feasibility as well as a planning, design, people and place perspective
    - consult with, and manage, key stakeholders associated with project delivery, including obtaining approval and acceptance from authorities, community groups, industry groups, Agency Executive and Board.

Leadership and Team Management

- Lead, manage and supervise a multi-disciplinary team to effectively and efficiently deliver the key objectives of SLA and in accordance with the strategic objectives of Government
- Oversee team's workloads and professional development, including managing and planning for team leave periods and resourcing
- 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.

Behavioural Capabilities

1. **Strategic Leadership and People Management**
   Demonstrated ability to lead and develop high-performing, multidisciplinary teams within a complex and dynamic environment. Proven experience fostering a positive and inclusive workplace culture, managing team performance and resources, navigating change, and driving outcomes aligned to organisational and government priorities.

2. **Communication, Influence and Stakeholder Engagement**
   Highly developed communication (both written and oral), negotiation and relationship management skills, with the ability to build productive partnerships and influence outcomes across government, industry, community and executive stakeholders. Demonstrated capacity to provide clear, authoritative advice and manage competing interests to achieve strategic objectives.

Professional/Technical Skills and Knowledge

1. **Program and Project Delivery**
   Demonstrated experience leading complex Built Form and development, infrastructure, planning or capital works programs, including establishing governance frameworks, managing project risks, monitoring performance, and delivering outcomes within agreed timeframes, budget and quality expectations.
2. **Commercial Acumen and Strategic Analysis**
   Proven ability to apply commercial, financial and strategic analysis to inform decision-making, including feasibility assessment, business case development, risk management, and evaluation of development or investment opportunities within a public sector or commercial environment.
3. **Development, Planning and Governance Expertise**
   Demonstrated knowledge and experience in development delivery, planning and design, land development, urban renewal, infrastructure delivery, or related fields, including compliance with governance requirements, Work Health and Safety obligations, statutory approvals processes, and stakeholder consultation frameworks.

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