



DIRECTOR ENGINEERING, ENVIRONMENT & REGULATORY SERVICES

Applicant Information Package



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A comprehensive guide outlining McKinlay Shire Council's Director Engineering, Environment & Regulatory Services Position.

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Director Engineering, Environment & Regulatory Services

This position is based in Julia Creek, the administrative centre of McKinlay Shire. Julia Creek is located in the heart of the North-Western Queensland on the Overlander's Way, 650km west of Townsville and 250km east of Mount Isa. McKinlay Shire is the southern gateway to the Gulf, covering more than 41,000 square kilometres and supporting a close-knit community of approximately 800 residents.

Julia Creek is a friendly community which punches well above its weight offering an impressive range of facilities along with a calendar full of community events. The town is also proudly home to the iconic Dirt n Dust Festival, attracting visitors from across the country each year.

McKinlay Shire Council is seeking to employ a Director Engineering, Environment & Regulatory Services to lead a team of 25 staff plus contractors in the delivery of key services across roads, water and sewerage, parks and gardens, environmental, regulatory services, stores, fleet and airport services. This position plays a critical role in ensuring the efficient delivery of infrastructure and community services that support the Shire's existing and future lifestyles.

Council is seeking an experienced leader in civil infrastructure and operations, who is passionate about delivering high-quality services to the community.

In addition, **you must possess:**

- Relevant tertiary qualification in Engineering with experience in the preparation and delivery of Capital Works Programs.
- Extensive experience in project management, including project scoping, design coordination, planning, budgeting, cost estimation, delivery, and contract administration.
- Demonstrated experience in the preparation and management of funding applications.
- Sound knowledge of, and ability to interpret and apply, relevant legislation, regulations, and standards, including Workplace Health and Safety requirements, procurement processes, and contractual obligations.
- Ability to influence, negotiate and communicate effectively including the ability to build effective professional relationships with internal and external customers.

Benefits

- The position is being offered under a 5-year performance-based contract with an attractive remuneration package to be negotiated with the successful applicant, **circa \$273,337 (TRP)**, inclusive of superannuation, private use vehicle, telephone, and other applicable benefits.
- Subsidised 3 bedroom fully furnished family friendly house provided at a rental of \$50 per week.
- Five weeks annual leave plus 17.5% leave loading
- 19 day Month
- Professional development opportunities

To apply, please obtain an Information Package via LO-GO Appointments:

Phone: 07 5477 5433

Email: Faith Della Sabina – faith@logoapp.com.au

Applications close Friday, 10th July 2026 at 8.00am

MEET THE COUNCILLORS

Elected Members MCKINLAY SHIRE COUNCIL



Cr Janene Fegan (Mayor)



Cr Shauna Royes



Cr John Lynch



Cr Luke Spreadborough



Cr Fiona Malone

OBJECTIVES & POSITION OVERVIEW

OBJECTIVE OF THE POSITION

To provide effective leadership to the Engineering, Environment and Regulatory Services Directorate, ensuring efficient and responsive service delivery to Council, the CEO and the community. The role manages the natural and built environment to support current and future community needs while ensuring compliance with legislation and local laws.

The Director contributes to the efficient day-to-day operation of the organisation, fosters teamwork, and ensures services align with Council's strategic objectives and plans.

POSITION OVERVIEW

McKinlay Shire Council is seeking a Director of Engineering, Environment & Regulatory Services to provide strong leadership within the organisation over the next five years.

This is an opportunity for the new Director of Engineering, Environment & Regulatory, whose leadership and management experience and hands-on personal style will see an organisation develop and succeed under their guidance.

Along with an executive package and incentives, McKinlay Shire offers a highly engaging and involved country lifestyle and a key leadership position in both the council and the community.



ABOUT MCKINLAY SHIRE

McKinlay Shire Council is the southern gateway to Queensland's Gulf of Carpentaria. The Shire spans some 41,000 square kilometres and townships include Julia Creek (the main hub of the Shire) and Nelia on the Flinders Highway, and McKinlay and Kynuna on the Matilda Highway.

The Shire has a population of approximately 1,000 residents. Its main industries are cattle, tourism and mining ventures at BHP Cannington (the largest silver/lead mine in the world), Eloise Mine.

The McKinlay Shire is home to natural assets including the Great Artesian Basin, the picturesque environments of the Flinders, Saxby, Cloncurry and Gilliat Rivers, the Julia Creek Dunnart and beautiful indigenous bird life. These natural elements, in addition to the history of the region, including the setting for Banjo Patterson's *Waltzing Matilda*, and popular annual events including the Dirt and Dust Festival provide great opportunities for tourism and recreation.

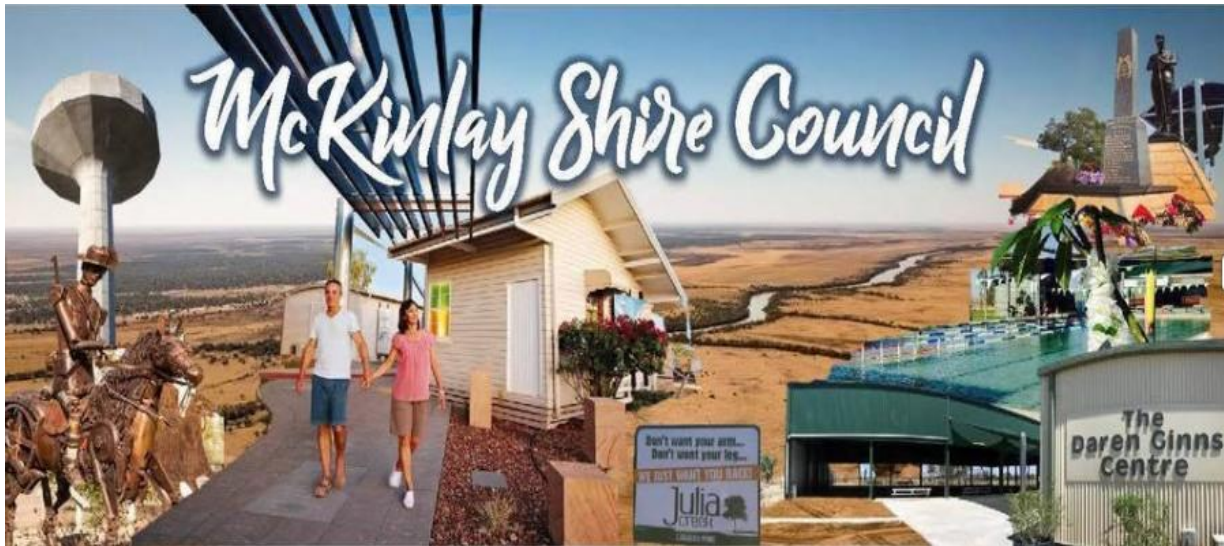


MAKE OUR SHIRE YOUR HOME

Julia Creek is home to the McKinlay Shire Council Chambers, sharing the main centre of the Shire with a strong and well-established range of local businesses who service the region. Julia Creek is identified as the social and economic epicentre of the Shire, boasting well maintained and developing community facilities:

- Daren Ginns Centre - 24/7hr gym (membership \$20 per month)
- Indoor Sports Centre - netball, basketball, tennis, volleyball and cricket
- Kev Bannah Oval - rugby league, touch football, athletics, netball, cricket
- McIntyre Park - Race course, pony club and campdraft facilities
- Tennis Courts - two courts located next to the Sports Centre
- Bike Safety Track - mock road course for young people to ride bikes

- Nerida Currin Skate Park - opened in 2000, shaded and includes a skate bowl/ramps and children's play equipment.
- Julia Creek Swimming Pool
- Julia Creek Nature Trail
- Fully Enclosed Dog Park
- Peter Dawes Park - features a BBQ area and a playground.



EDUCATION

EARLY LEARNING

The Julia Creek ELC accepts enrolments for children aged from 12 months (1 year old) all the way up to Kinder. We offer a fully accredited and registered Kinder program as well as an enriched, engaging, and fun early years program for 1-3 year olds.



PRIMARY SCHOOL

Julia Creek State School (JCSS)

Prep - Grade 6

1 principal, 2 teachers, 2 teacher aides, administration, cleaning and ground staff. Approx 40 students enrolled.

SECONDARY SCHOOL

The Middle School provides for secondary students in Year 7-10 who do not wish to go away to boarding school. Students are enrolled with MISOTA through distance education and attend JCSS in a separate room specifically for secondary students. The students are supported by a teacher's aide during class time.

Boarding schools located close to Julia Creek include schools in Townsville, Mount Isa and Charters Towers; The Dept of Education provides assistance to eligible parents whose children must board away from home to attend school on a daily basis because their homes are isolated and they do not have reasonable daily access to a government school with the appropriate level of primary or secondary schooling.

RECREATION

McKinlay Shire has a range of recreation facilities open to the community.

These include an indoor sports centre, swimming pool, the Daren Ginns Centre, bike safety park, Kev Bannah Oval, McIntyre Park, tennis courts, skate park, George Sills Park, Peter Dawes Park and Centenary Park. The community centres include the Julia Creek Civic Centre, CSA Building, Julia Creek Library, McKinlay Library, Old HACC Centre, McKinlay Centenary Museum, Jan Eckford Memorial Centre, Crafty Old School House and the Crafty Old School House.

Julia Creek is home to a number of active clubs, community groups and organisation that offer extracurricular activities for youth and adult residents:

- Julia Creek Combined Sporting Association: organised seasonal sports such as Touch Football, Rugby and Netball etc.
- Julia Creek Saints (Rugby Team)
- Julia Creek Amateur Swimming Club
- Branches Performing Arts (Ballet, Tap, Jazz, Contemporary, Flip n Flex)
- Julia Creek Campdraft Association
- Julia Creek Pony Club
- Julia Creek Swimming Pool - seasonal Aqua Aerobics for adults



ACCESSIBILITY

AIR

Regional Express Airlines (REX) is the only commercial air service available in McKinlay Shire. REX offers regular flight services every Monday, Wednesday and Friday from the Julia Creek Airport to Townsville and Mount Isa.

Cloncurry (137km east) and Mount Isa (258km east) Airports also offer commercial flights from Townsville and Brisbane via QANTAS and Virgin Australia. Mount Isa Airport also has hire car options to commute to Julia Creek.



BUS

Greyhound Australia stop in Julia Creek, McKinlay and Kynuna. Arrival and departure times vary and are subject to change. Check out greyhound.com.au for schedules and fares.



RAIL

Queensland Rail offers one rail service (The Inlander) twice weekly in Julia Creek between Townsville and the mining centre of Mount Isa.

VISION

A great place to live with a well connected, strong, healthy and friendly community , McKinlay Shire will continue to sustain and grow as a place that represents the best aspects of outback living. McKinlay Shire supports a growing population to meet the key thresholds for social, health, education and commercial services and also underpins a sustainable, diversified rural economy. The community welcomes new industries that contribute to its overall vision and sustainability.

Ongoing improvements to infrastructure, amenities and services will continue to improve the healthiness and quality of life for residents and make McKinlay Shire an increasingly attractive and connected place for residents, tourists and visitors. Through good governance and partnerships, we strive to achieve quadruple bottom line outcomes that maximise the social, cultural, environmental and economic benefits of all our future actions.

A WELL MANAGED SHIRE

A focus on Council's leadership and management of the shire and its assets.

A SUSTAINABLE ENVIRONMENT

A focus on the shire's built and natural environments and supporting infrastructure

A VIBRANT COMMUNITY

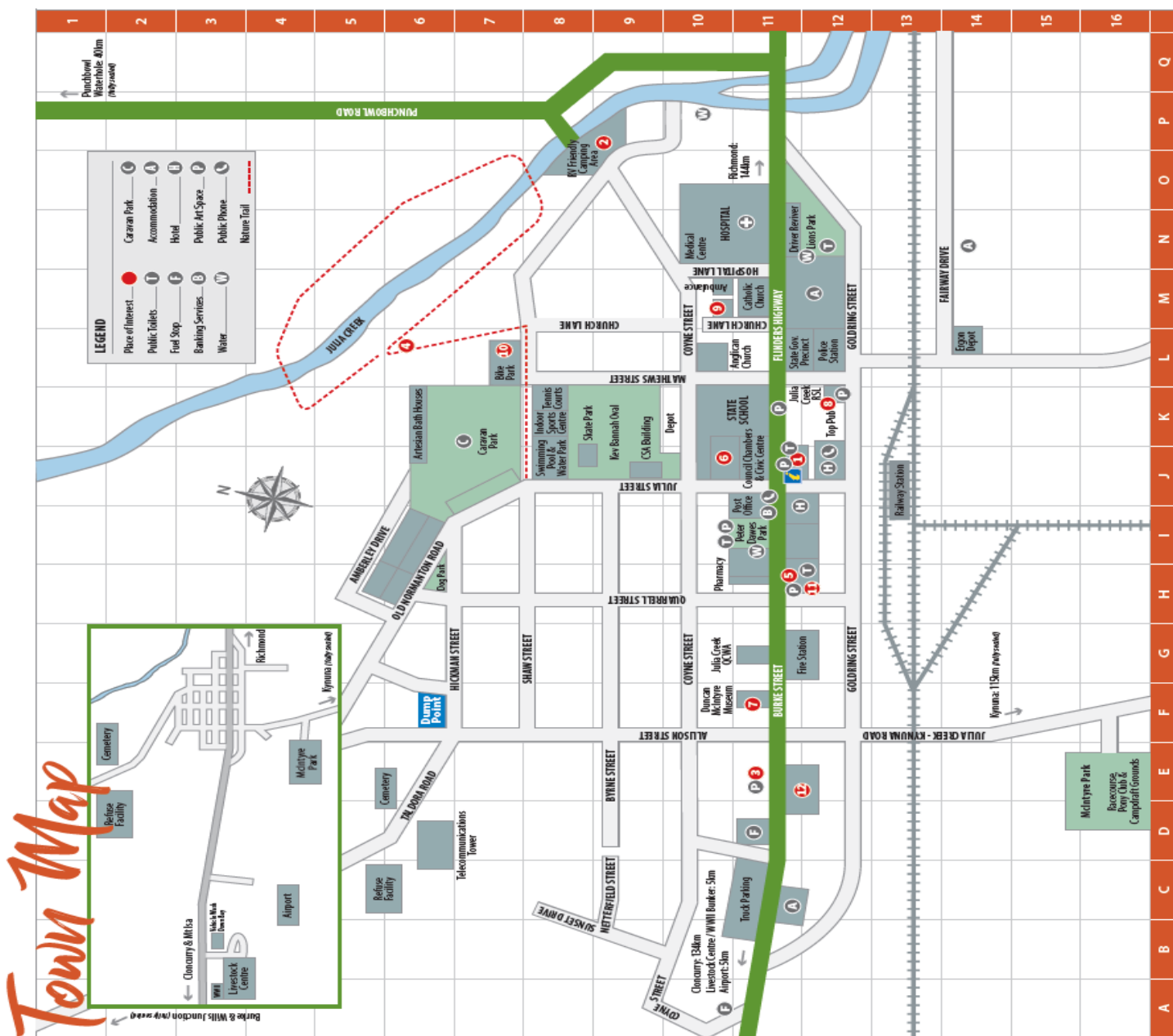
A focus on the health, wellbeing and general quality of life for the community.

A STRONG ECONOMY

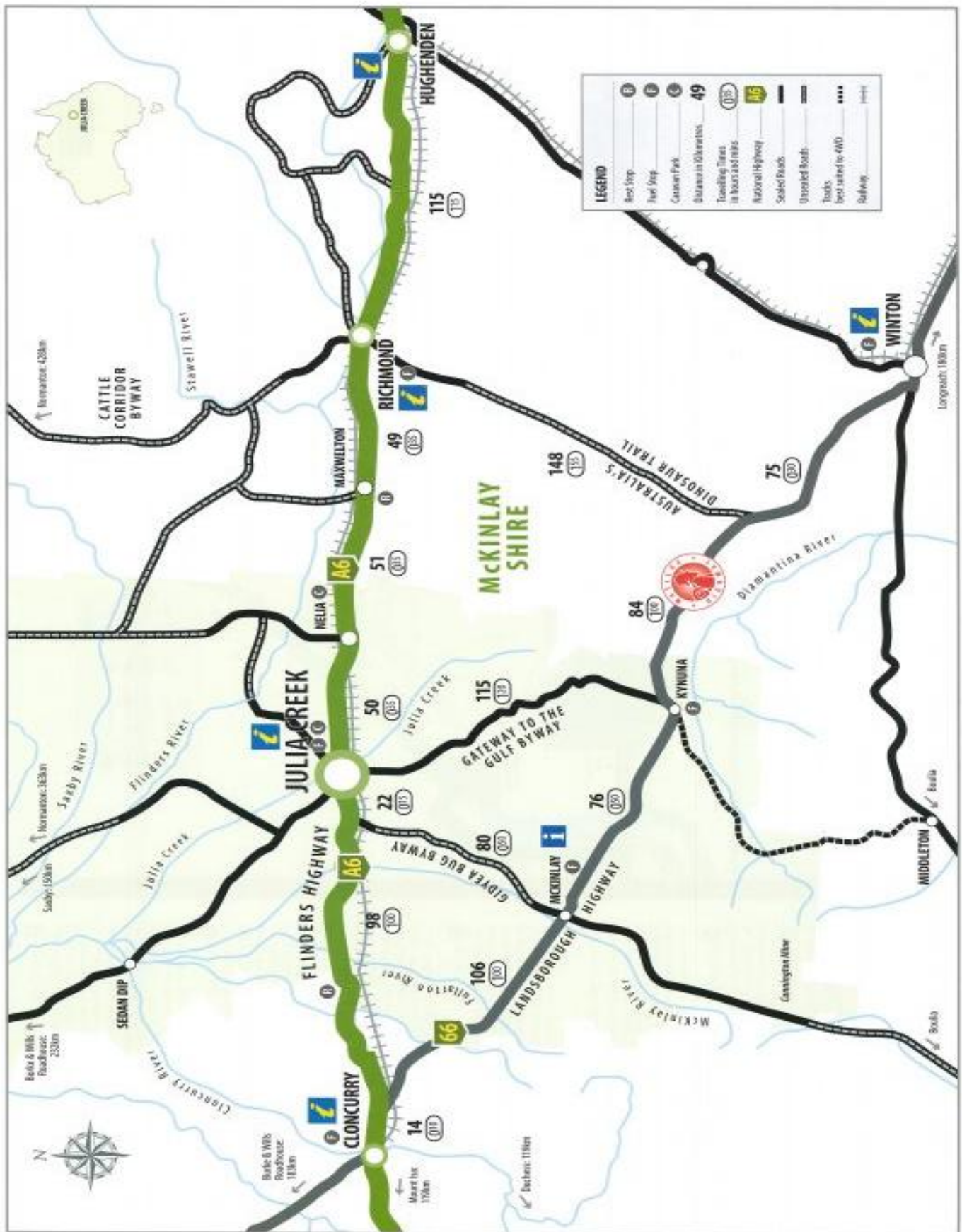
A focus on economic development to create employment growth and opportunity



TOWN MAP



SHIRE MAP



POSITION DESCRIPTION

Title:	Director Engineering, Environment and Regulatory Services
Division:	Engineering, Environment and Regulatory Services
Salary Package:	As per Contract of Employment
Reports to:	Chief Executive Officer

Position Objectives:

The Director provides leadership to the Engineering, Environment and Regulatory Services Department and ensures the responsive and effective advice to the CEO and delivery of services to the McKinlay Shire Council and its community. Effective leadership is the primary objective of this position.

The Director ensures that the natural and built environment is maintained and developed to support existing and future lifestyles. The role encourages the Council and its community to share responsibility for the management of this asset through an ongoing strategic planning and development of key strategic linkages. The Director ensures a high level of service by efficiently and effectively enforcing various Acts, Regulations and Local Laws as delegated by Council.

This role contributes to the efficient and productive day to day operation of the organization and maintains and fosters a team spirit amongst staff of the Directorate. The Director plans, implements and reviews the provision of services to ensure that they continue to meet the objectives of the Council's Corporate Plan, Operational Plan, Budget and the expectations of Council, the CEO and Community.

Organisational Relationship

a) Accountable Supervisor:

- Chief Executive Officer

b) Liaises with:

- Mayor and Councillors
- Other Local Governments
- Federal and State Government Department Representatives
- Executive Management Team
- Community Member

c) Supervises:

- Depot Administration Officer
- Works Manager
- Environmental and Regulatory Services Team Leader
- Workshop Supervisor
- WHS/QA Officer
- Airport Support Officers
- Contractors and Consultants

Role of the Department

The Engineering, Environment and Regulatory Services Department is one of two Departments within the Council. Its role is to:

1. Provide Sustainable Asset Management services including the preparation of the Capital Works Program, Resource Planning and financial management of the infrastructure assets;
2. Provide Project Management Services to the Council including development of scope, engineering design, planning and estimation of costs.
3. Ensure that the natural and built environment is maintained and developed to support existing and future lifestyles.
4. Ensure a high level of public order and safety by efficiently and effectively enforcing all Acts, Regulations, Policies and Local Laws as authorized by Council. This includes, but is not limited to Animal Control, Pest Management, SES, Disaster Management and Waste Management.
5. Be responsible for and ensure coordination and management of all road construction and maintenance programs, including DRFA, RPC, TIDS, R2R, RMPC and Shire programs.
6. Manage the Council assets and programs involving these assets, including urban services and town maintenance, water and sewerage services, fleet, buildings, land, roads and Livestock centre facility. Provide Infrastructure and Works administration, involving Tender and Contract administration, policy development, budget development and control.

The above key responsibilities may be modified from time to time to ensure the expected outcomes are coordinated with Council's operational and corporate plans.

Duties & Responsibilities

1. Lead the preparation of funding applications, infrastructure planning, engineering design, estimation of costs, scheduling of works, consultation and delivery of projects, programs and management of the infrastructure portfolio of the Council;
2. Lead the planning, review, update, documentation of service levels, development of the Asset Management Plans, development of the 10 years works program and development, review and update of the infrastructure component of the Long-Term Financial Plan for Council;
3. Lead the delivery of Council's Land Use Strategic Planning Documents and discharge Council's responsibility with respect to Roads Act, Chain of Responsibility Act, WHS Act, Sustainable Planning Act, and other legislation relevant to the role;
4. Lead the ongoing efficiency of internal operations and improvement in the use of Council's resources using the principles of business excellence.
5. Lead, mentor and create a workforce culture that focuses on efficient and effective delivery of quality customer service
6. Lead the delivery of Development Assessment Services, which comply with the Integrated Development Assessment.
7. Lead the delivery of the Work Health and Safety requirements of the Council and ensure that the regulatory requirements are met in relation to staff of the organisation.

Organisational Leadership

Lead the planning, and delivery of the infrastructure component of the Community Plan;

- Lead advice and reporting to the Council, the Mayor and CEO on Engineering, Environment and Regulatory Services;
- As a member of the Executive Management Team (EMT), actively contribute to the strategic and performance management of the organisation; provide leadership and foster cooperation and communication across the departments;
- Develop and implement effective communication processes with Councillors, staff and the

community.

Management

Manage the performance of the directorate through effective leadership, setting goals. Direction and outcomes including:

- Foster accountability through setting expectations and monitoring performance against those expectations;
- Develop, implement and review strategic and operational plans to the extent required to ensure the directorate meets Council's strategic objectives efficiently and effectively;
- Lead by discharging Council's responsibilities with respect to applicable legislation such as NHVR, CoR, Roads Act, Planning Act and other legislation associated with this role;
- Monitor the performance of the directorate in relation to core responsibilities and projects;
- Lead the development, review, and update of Council policies, procedures and processes;
- Implement changes to improve the overall effectiveness and efficiency of the directorate while maintaining Council's goals and objectives;
- Minimise legal exposure of Council through implementation of appropriate compliance programs and risk management strategies.

Strategic Planning

Oversee the development and implementation of key strategic plans within the directorate including resourcing strategies, asset management, land use and town planning including:

- Develop strategies to build capacity within new and existing human resources through performance management, training and professional development;
- Oversee and lead the preparation of financial management and annual budget within the directorate; and
- Other related duties as directed within the scope of the position.

Risk Management

The Council is developing an Enterprise Risk Management throughout the organization and a number of corporate, operational and project risks have been documented.

The position requires you to provide effective risk management including:

- Identification of new risks and review of existing risks within Council's risk register;
- Development and implementation of treatments for identified risks; and
- Nurturing a proactive risk management culture within the organisation.

Department Staff and Resource Planning

The Director Engineering, Environment and Regulatory Services is responsible for the development, review, update, consultation and implementation of Resource Management Plan. The Director is also responsible to direct, lead, provide feedback and discipline staff in accordance with Council policies and accepted industry practice.

Stakeholders

The Director Engineering, Environment and Regulatory Services is responsible for the development and maintenance of a positive working relationships with stakeholders including community organisations, industry groups, developers, State and Commonwealth Government agencies.

Workplace Health and Safety Obligations and Responsibilities

Department Directors are obligated and responsible to the Chief Executive Officer for the health and safety of all employees, contractors, visitors and other persons at workplaces that are under their control.

In fulfilling this obligation Department Directors are to ensure:

- They demonstrate leadership and support of the McKinlay Shire Council's WHS Management System throughout their areas of responsibility.
- Active promotion and facilitation of the WHS Management System throughout their areas of responsibility.
- A safe work environment, safe systems of work, safe plant/ equipment and processes within their areas of responsibility.
- That personnel training needs are identified and addressed and the personnel under their control are competent to conduct the tasks required of them.
- That all personnel under their control comply with the organisations policies, procedures and applicable legislation.
- The ongoing monitoring of WHS performance indicators within their areas and facilitate the notification and investigation of incidents.
- The facilitation of the consultation and communication processes within their areas.
- The identification and control of hazards and assessing of risks in their relevant areas of control.

Accountability and Extent of Authority

Supervision Responsibilities: Depot Administration Officer

Works Manager

Environmental and Regulatory Services Team Leader

Workshop Supervisor

WHS Officer/QA

Project Manager (s) and Asset Officer

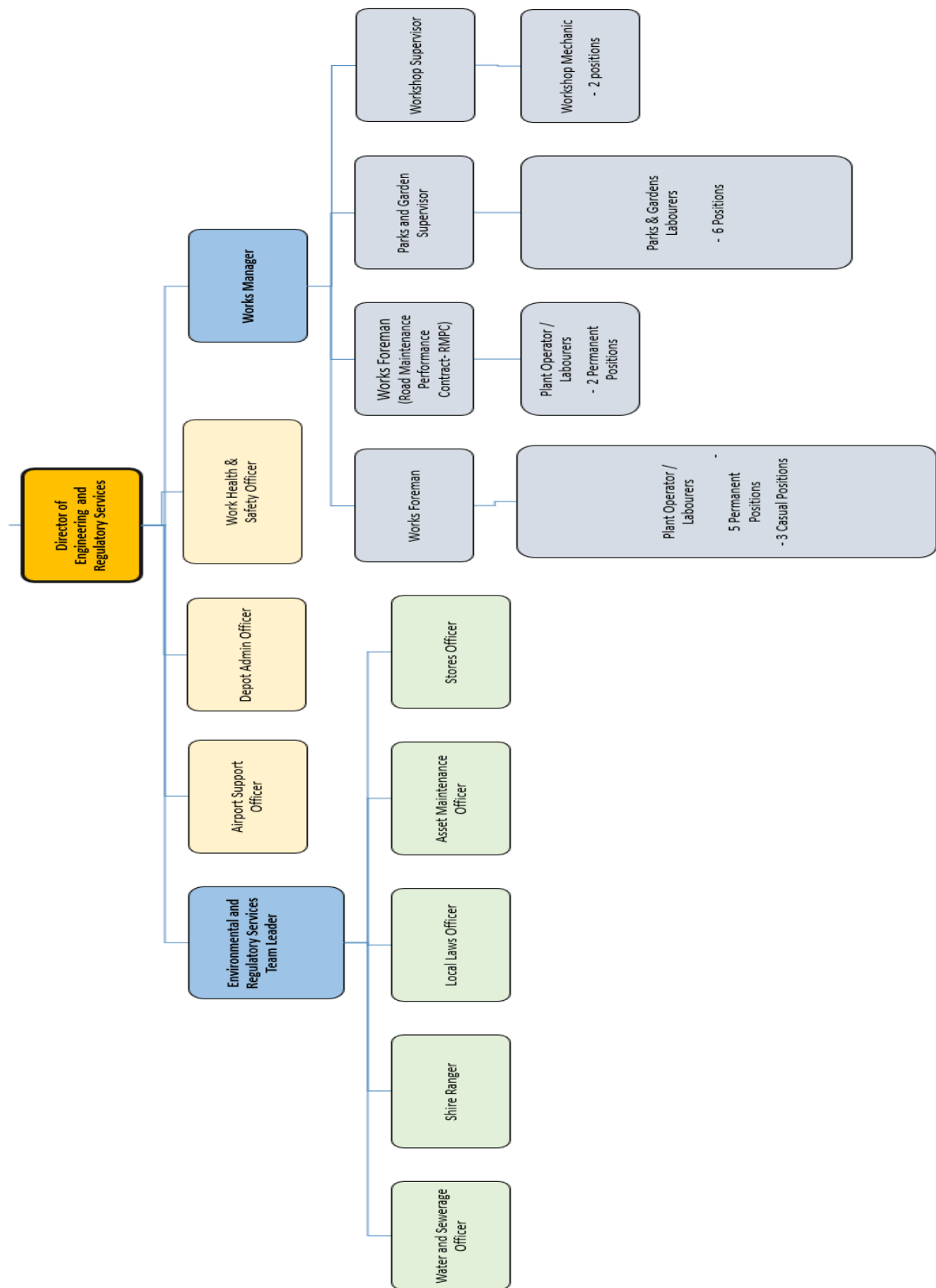
Contractors and Consultants

Statutory Responsibilities: To perform duties as per Council's Code of Conduct & policies.

Expenditure: Refer to Council's Procurement Policy and Procedures, Operational Plan and Adopted Budget.

Liaison Responsibilities: Mayor and Councillors
Other Local Governments
Federal and State Government Department Representatives
Executive Management Team
Community Members

DEPARTMENT STRUCTURE



REMUNERATION PACKAGE

REMUNERATION DETAILS		
Cash Component		
Base Salary	\$	205,000
Annual Leave Loading (Based on 5 weeks Annual Leave)	\$	3,450
Non - Cash Component		
Superannuation 12%	\$	25,014
Motor Vehicle -full (reasonable) private use including maintenance and fuel at Council's cost.	\$	20,000
Rental Subsidy incl electricity, water sewerage (\$50 per week nominal rental paid)	\$	10,374
Telephone & Internet allowance	\$	4,500
Professional development ,conference attendance & Professional membership	\$	5,000
TOTAL REMUNERATION PACKAGE (TRP)	\$	273,337

This position is a performance-based contract with an attractive remuneration package to be negotiated with the successful applicant, circa \$273,337 (TRP), inclusive of superannuation, motor vehicle, rental allowance, telephone, and other applicable benefits.

Superannuation*

Superannuation on commencement is 12% or you have the option to contribute 6% of pre-tax earnings to superannuation and Council will contribute 13%.

Annual Leave*

Entitled to five (5) weeks annual leave on full pay for each completed year of continuous service, with 17.5% annual leave loading.

INFORMATION FOR APPLICANTS

Applicants who demonstrate that they meet the requirements for the position will be considered for interview.

To enable a valid assessment of your application, it must include the following information.

1. Cover Letter:

To be eligible for consideration, it is essential that the information you provide is clear, concise and relevant, so that the selection panel can readily assess your suitability for the position. It is up to you to demonstrate to the panel that you understand the requirements of the position and that you have the necessary knowledge, experience and qualifications to successfully carry out the duties of this position.

2. Resume (Curriculum Vitae) which includes:

- Personal Details - Name, address, email and telephone number.
- Your education and training achievements.
- Your work history including employment dates and details of the duties, performance and your achievements.

3. Referees:

You must provide the names and contact details of a minimum of two referees in your application. The most valuable referees will be those you reported directly to, being either a supervisor or manager responsible for overseeing your day-to-day performance. Prior authorisation will be obtained from you before referees are contacted.

4. Other Documents

Copies of relevant **Qualifications** along with the following completed forms:

- Information for Work Seekers;
- Collection Statement; and
- Letter of Authorisation.

5. Pre-Employment Checks

The preferred candidate will be required to undertake relevant pre-employment checks including

- Qualifications check
- Letter of Authorisation

APPLICATIONS: The closing date for applications is Friday 10th July 2026.

Applications should be sent to: faith@logoapp.com.au

