

### 3.1 APPOINTMENT OF A NEW CHIEF EXECUTIVE OFFICER

**Report contact**

Jordan Littlefair, Manager People and Culture  
8384 0734

**Meeting**

Special Council

**Approving officer**

David Stobbe, Director Corporate

**Date**

8 June 2022

#### 1. Purpose

The purpose of this report is to finalise the recruitment process for a new Chief Executive Officer.

#### 2. Recommendations

##### 1. Exclusion of the public

That:

- a. under the provisions of Section 90(2) of the *Local Government Act 1999* an order be made that the public, with the exception of relevant Governance staff, the Manager People and Culture and the VUCA consultant, be excluded from attendance at the meeting in order to consider this item in confidence.
- b. the Council is satisfied that it is necessary that the public, with the exception of those listed in 1a. above, be excluded to enable the Council to consider the report at the meeting on the following grounds:

Section 90(3)(a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

Specifically, the matter relates to the information regarding the candidates for the position of Chief Executive Officer of the Council. The disclosure of this information would be unreasonable because the information is sensitive and confidential to the candidates, is not a matter of public knowledge and the candidates would have provided the information on a confidential basis and would expect the information to be kept confidential.
- c. accordingly, on this basis the principle that meetings of the Council should be conducted in a place open to the public has been outweighed by the need to keep the information or discussion confidential.
- d. notwithstanding the above order of the Council excluding the public from attendance at the meeting in order to consider this item in confidence, the candidates be permitted at the invitation of the Presiding Member to enter the Chamber and remain in the room for the purposes of making their presentations and for the duration of their presentation only.

## 2. Confidential recommendations

That the Council, having received presentations from the final two candidates for the role of Chief Executive Officer:

- Determine the preferred candidate and instruct the Acting Mayor to negotiate and execute a contract of employment with that candidate
- Determine whether the second candidate should be selected if negotiations with the preferred candidate do not result in a successful outcome
- Determine a maximum Total Remuneration Package for the new Chief Executive Officer.

## 3. Period of confidentiality and delegations

- a. That the matter of Appointment of a new Chief Executive Officer having been considered by the Council in confidence under sections 90(2) and 90(3)(a) of the *Local Government Act 1999* that an order be made under the provisions of sections 91(7) and (9) of the *Local Government Act 1999* that the agenda report, attachments, discussion and minutes of the Council relating to the subject matter be kept confidential until the contractual negotiations and arrangements for the appointment of the Chief Executive Officer have been finalised, the offer of employment has been formally accepted, the employment contract has been executed by all parties and the elected body has been advised of this matter, with the exception that Attachment 1 to the agenda report will be kept confidential.
- b. That, pursuant to section 91(9)(a) of the *Local Government Act 1999*, the Council delegates the duty to conduct an annual review of the confidentiality order to the Chief Executive Officer, or their sub-delegate.
- c. That, pursuant to section 91(9)(c) of the *Local Government Act 1999*, the Council delegates the power to revoke the confidentiality order to the Chief Executive Officer, or their sub-delegate.

## 3. Executive summary

The Chief Executive Officer Performance Management Committee (the Committee) has undertaken a recruitment process for a new Chief Executive Officer. The Committee has identified two candidates suitable for final interviews with Council.

The final two candidates will separately attend the meeting to give presentations to Council. Members will have an opportunity to ask each candidate questions after their presentation.

## 4. Background

Policy and/or relevant legislation	<p><b>Legislation</b></p> <p>The (the Act) governs the appointment process for Council's Chief Executive Officer:</p> <ul style="list-style-type: none"><li>• Section 96 of the Act requires Council to have a Chief Executive Officer.</li><li>• If the Chief Executive Officer role is vacant or pending vacancy, Section 98(1) requires Council to take steps to fill the vacancy.</li><li>• Section 98(4a) requires Council to appoint an independent external person to the selection panel.</li><li>• Section 98(2) requires Council to appoint a person to act in the role of Chief Executive Officer while the recruitment process is underway.</li></ul>
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## Chief Executive Officer Performance Management Committee Terms of Reference

### Recruitment (in the event of a current or impending Chief Executive Officer vacancy)

- *Identifying and recommending to Council a suitable candidate to act as an interim Chief Executive Officer until a permanent replacement is found to fill the position, pursuant to section 98(2) of the Local Government Act 1999.*
- *Engaging an appropriate consultancy to manage the recruitment process for the position of Chief Executive Officer in accordance with Council's Procurement Policy.*
- *Ensuring invitations for "applications by advertising in a newspaper circulating throughout the State" are issued in accordance with section 98 (3) of the Local Government Act 1999. [note, s98(3) has recently been updated and no longer requires print advertising. Advertising must now occur on a website, i.e., Seek]*
- *The Committee (or a sub-committee) acting as the "selection panel to assess applications for the position of Chief Executive Officer (to recommend re-advertisement or other additional steps (if necessary), and to make recommendations to the Council on an appointment", regarding the position of Chief Executive Officer in accordance with section 98 (4) of the Local Government Act 1999.*

### Delegations

\*Functions relevant to recruitment have been highlighted in **bold**

- Determine the appointment of the Independent Advisor to the Committee (such that an Independent Advisor must be an external contractor with no current contractual relationship with the administration of the Council and must have a demonstrated capability in the areas of executive human resource performance management)
- **Approve changes to the Chief Executive Officer's position description.**
- Determine the structure of and conduct the Chief Executive Officer annual performance management process (which includes the performance review and the remuneration review processes).
- Determine the structure of and conduct of the annual Chief Executive Officer remuneration review (including consideration of any amendment in associated benefit payments).
- **Determine the structure of and undertake any required Chief Executive Officer recruitment processes with the view to forming a recommendation to Council for decision of the appointment of a Chief Executive Officer.**
- **Request the Responsible Officer to engage Council's legal counsel to liaise with the Chairperson for the purposes of providing advice to the Committee on matters pertaining to the Chief Executive Officer Performance Review or Chief Executive Officer employment contract (with the Chairperson being responsible for communicating any instructions/requests to legal counsel through the Responsible Officer).**
- **Request the Responsible Office to action the engagement of an Independent Advisor skilled in the area of performance management**

	<p>for comparable Chief Executive Officer roles to assist the Committee in its functions and responsibilities in relation to the performance management and remuneration review processes.</p> <ul style="list-style-type: none"> <li>• <b>Request the Responsible Officer to action the engagement of any other suitable consultants or advisors to the Committee, as the Committee reasonably requires, to assist it in its functions and responsibilities.</b></li> <li>• Seek any information it requires from the Chief Executive Officer in order to perform its duties.</li> <li>• <b>Form sub-committees of the Committee, as it deems necessary.</b></li> <li>• <b>Determine if an item should be considered in confidence.</b></li> <li>• <b>Approve minutes as a true and accurate record of proceedings.</b></li> <li>• Approve the work plan of the Committee.</li> <li>• <b>Provide advice to the Council.</b></li> </ul>
Who did we talk to/who will we be talking to	<p>Manager People and Culture Recruitment consultancies shortlisted for the Chief Executive Officer recruitment process</p>

## 5. Discussion

The Committee elected a selection panel at the Committee's meeting of 7 April 2022.

The selection panel have reviewed applications and undertaken interviews with shortlisted candidates, with support from the independent advisor (VUCA). The selection panel have identified two final candidates for interview by the Council.

The final two candidates will separately attend the meeting to give presentations to Council. The presentations will be approximately 20-30 minutes long. Members will then have approximately 15-20 minutes to ask questions of each candidate.

Christine Locher of VUCA and Jordan Littlefair, Manager People and Culture will be in attendance to provide information and advice.

An information pack containing CVs, applications, reference checks, interview questions and professional styles reports are included in Attachment 1. The CEO Candidate Briefing Document/Position Description is shown at Attachment 2.

## 6. Financial implications

Expenses relating to the recruitment and remuneration of the Chief Executive Officer fall within ordinary operational budgets.

## 7. Timelines and deadlines

The Local Government Caretaker period commences on 6 September 2022. Council will be required to make a determination with respect to the appointment of a new Chief Executive Officer prior to this date.

## 8. Next steps

Upon selection of a preferred candidate, staff will assist the Acting Mayor in the preparation and execution of a contract of employment.

9. Attachments

Attachment 1 –



Attachment 2 – CEO Candidate Briefing Document/Position Description

RELEASED 17/6/22





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# CANDIDATE BRIEFING DOCUMENT

## CHIEF EXECUTIVE OFFICER

April 2022



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## Message from the Acting Mayor Simon McMahon

*"The City of Onkaparinga is South Australia's largest metropolitan Council. Our size provides great opportunity to lead the sector through innovation, advocacy and collaboration. Our aspiration is to embrace these opportunities and truly make our communities and the broader Local Government sector proud of the things we do.*

*Defining vision and responding to our communities' needs comes with the need for fiscal responsibility. Following the election of our Council in 2018, we set about strengthening our financial outlook. Our Long-Term Financial Plan will deliver lower debt while also limiting the burden of rate increases for our residents. We are looking forward to working with our new CEO on innovative ways in which we can continue to limit the annual financial burden on our ratepayers.*

*As Elected Members, we are committed to defining our strategic vision and engaging with our communities to understand how they want us to shape their City. For us, this is an exciting element of our elected roles - turning community feedback into tangible and measurable action.*

*We are seeking for a community focussed, results driven CEO who will listen, engage and genuinely collaborate with us to define our vision and build a strong and vibrant community.*

*We are looking forward to working with a strong, resilient and passionate people person who brings with them great governance skills, a focus on transparency and integrity and impeccable interpersonal judgement.*

*If your skills and experience align with this role and you have a genuine desire to deliver positive outcomes for our city, I look forward to talking with you more!"*

**Simon McMahon**  
Acting Mayor





## The Advertised Role

### Chief Executive Officer

- Vibrant, diverse and growing region
- Largest Metropolitan Council in SA
- Grass-roots real community impact

The City of Onkaparinga is South Australia's largest metropolitan council with a budget of \$200M+ and 1300 staff and volunteers. The Council provides 40+ different services to the community within one of the State's fastest growing regions.

"Onkaparinga 2035", is Council's overarching vision for developing the region in a socially just and ecologically sustainable manner and encouraging and developing initiatives that build strong, resilient and vibrant communities.

Our client is seeking high performing candidates for the role of CEO who have demonstrated energy, confidence and maturity to navigate an increasingly complex operating environment while dealing effectively with a range of stakeholder needs. You will have a proven track record for sponsoring and leading transformational change and embedding an inspiring culture where innovation is nurtured and supported and where employees feel empowered and motivated.

As the successful candidate, you will be a dynamic, results focused and consultative leader who has successfully led large and complex community-responsive organisations, with exemplar judgement and demonstrated governance understanding across both strategic and political insights. Your well-developed leadership skills and strong financial acumen will enable you to provide a responsive, open and productive Council which supports and advances the role that the City of Onkaparinga plays in a vibrant South Australia.

You will use your interpersonal skills to genuinely engage with and support the community, stakeholders, the Mayor, Councillors and employees. We welcome applications from highly credible leaders, who have sound judgement and integrity; the ability to strategically develop constructive relationships; and ability to engage other tiers of government to identify and deliver on advocacy and commercial opportunities. Essential to the role is proven financial literacy and outstanding leadership skills, supported by Tertiary qualifications in business, finance, law or another relevant discipline.

**For details of the Position Description visit [www.vuca.com.au](http://www.vuca.com.au) and click on the Services & Products tab. For further enquiries, contact VUCA Senior Associate, Mr. Paul Bell on 0412 552 302 for a confidential discussion during business hours. Please forward your letter of application and CV in MS Word format to [ceco@vuca.com.au](mailto:ceco@vuca.com.au) by COB Sunday 1 May 2022..**

## Position Description

### 1000 – Chief Executive Officer

#### About Council

The City of Onkaparinga is South Australia's largest metropolitan council with just over 10% of the state's population, and is continuing to grow rapidly. We are a high performing; responsive, innovative organisation that meets our communities' needs and strives to achieve excellence in all areas. We are an equal opportunity employer and employ people who share our passion for creating a better place to live and work. Our professional and friendly workplace offers a great working environment in which individuals are accountable and supported to continually develop to be the best they can be.

#### Workplace Health Safety and Return to Work

We are committed to a healthy safe work environment, including systems of work, plant, equipment and substance management that minimises the risk of injury or illness while at work.

#### Equity and Diversity

We aim to provide a workplace environment committed to the delivery of equity and diversity principles and procedures and other workplace regulations

#### Our Values and Behaviours

In the workplace organisational values support the culture of our organisation. They are the 'glue' that brings us all together to support our corporate goals



## Summary

Position title:	Chief Executive Officer	Reports to:	Mayor and Elected Council
Direct reports:	Director Corporate, Director City Operations, Director Community Relations, Director Planning & Regulatory Services, Director Strategy & Engagement and Executive Assistant.		

## Position Overview

The Chief Executive Officer (CEO) is responsible to the Council for providing leadership in implementing Council strategies, policies and decisions, managing the various functions and activities of the City, overseeing finances, assets, human resources, communications and major projects.

## Prime Responsibilities

- Ensuring that all Council policies and decisions are implemented, and reasonable action is taken in a timely and effective manner to meet the statutory requirements of relevant legislation and agreed policies of Council
- Ensuring that the Council's human, physical and financial resources are effectively managed and services are provided efficiently and in a manner which meets customer needs and Council requirements;
- Assisting and advising the Mayor/Councillors in developing initiatives for the community benefit;
- Working effectively with the Mayor/Councillors to promote Council and its activities to the broader community in a positive manner;
- Working closely with the Council and Senior Leadership Team to craft, communicate and implement the overall strategic and business plans for the organisation.





## Key Result Areas

### 1. People

- Continue to improve the community engagement, communications and customer service to increase customer satisfaction.
- Continue to improve Council's workplace culture to deliver professionalism and accountability at all levels of the organisation
- Continue to improve Council's focus on safety and wellbeing

### 2. Place

- Provide strategic guidance and oversight to enable efficient delivery of Council's Major Projects and Annual Works programs.
- Provide leadership to support the maintenance and upgrade of Council's assets and facilities within the allocated budget.

### 3. Prosperity

- Implement local tourism projects such as the Main Road McLaren Vale action plan, Beach Road Christies Beach tourism action plan, the coastal touring route and expand foreshore activation.
- Continue to drive innovation in Council's sustainability, environmental and waste recycling programs.
- Develop strategic relationships and utilise networks with all tiers of government and community/business leaders to improve outcomes that benefit the City of Onkaparinga.

### 4. Performance

- Implement Council's new Long Term Financial Plan and debt reduction strategy and maintain internal budget discipline to ensure sustainable financial management.
- Implement any changes related to the Local Government Reform legislation.
- Continue to deliver the OneCouncil project securely within agreed budget and objectives of the project.
- Improve organisational communication and advice to elected members.



## Leadership and Management Capabilities

Leadership Competency Framework – Chief Executive Officer				
Competency	Safety Leadership	Managerial Leadership	Business Acumen	Strategic Development and Performance Accountability
Capability, skills, knowledge and/or experience that typify these competencies	<ul style="list-style-type: none"> <li>Creates a safe working environment which includes physical and psychological safety</li> <li>Promotes and role models safety requirements for the organisation and exercises due diligence to ensure the organisation complies with legislative requirements</li> <li>Ensures direct reports have the necessary knowledge, skills and experience to meet their safety responsibilities</li> <li>Regularly communicates the importance of organisational safety/culture across the organisation</li> </ul>	<ul style="list-style-type: none"> <li>Creates an organisational structure that enables the delivery of strategic intent</li> <li>Holds direct reports accountable for the effectiveness of their managerial leadership</li> <li>Leads and supports change across the organisation</li> <li>Provides background, context and rationale in regards to decision making and judgement</li> <li>Identifies and supports development opportunities for direct reports</li> <li>Personally drives the organisational culture and holds workforce accountable for living our values and demonstrating associated behaviours</li> </ul>	<ul style="list-style-type: none"> <li>Challenges the appropriateness and timing of work, in light of organisational priorities</li> <li>Considers and responds to political query and scrutiny and can influence political debate at a local, state and national level</li> <li>Considers and responds to budgetary implications for the whole of organisation and positions the organisation to meet financial challenges</li> <li>Identifies and determines new markets, new ventures and alliances with high quality results</li> <li>Considers relevant risks to ensure effective decision making</li> <li>Responds in a timely manner to business challenges and challenges relating to meeting service delivery</li> </ul>	<ul style="list-style-type: none"> <li>Develops the organisation's strategic intent, accommodating broad political and business drivers</li> <li>Regularly and clearly communicate strategic intent to ensure a direct reports understand their role in relation to the bigger picture</li> <li>Sets clear organisational goals and measures</li> <li>Aligns internal culture with organisational vision</li> <li>Develops direct reports' knowledge about the contribution of other areas to the organisation's strategic objectives</li> </ul>
				<ul style="list-style-type: none"> <li>Builds relationships across the local government industry and other political levels that seek to assist in the achievement of organisational objectives</li> <li>Builds a climate of trust and respect by openly sharing information and expertise with others</li> <li>Enables and encourages collaboration of the workforce across the organisation</li> <li>Builds and maintains effective working relationships with Elected Members</li> <li>Personally demonstrates and holds workforce accountable for customer service principles</li> <li>Considers actions and outputs and how they impact other areas in the business and the broader community</li> </ul>



## Selection Criteria

<b>Leadership &amp; People Management</b>	<ul style="list-style-type: none"> <li>• Demonstrated leadership managing a complex portfolio and a team with diverse skills and responsibilities across a number of technical disciplines, including strategy, assets and finance, in a manner that supports professional development.</li> <li>• Leading, motivating and developing people through the creation of a high performing, responsible and accountable culture.</li> <li>• Effective and strategic member of a diverse leadership team.</li> <li>• Communicating and influencing organisational safety culture within their department and the wider organisation.</li> <li>• Knowledge of contemporary management practices including the principles of delegation, performance management, succession planning, staff development and quality management.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
<b>Collaboration &amp; Communication</b>	<ul style="list-style-type: none"> <li>• Interpersonal skills which are inclusive and encourage the development, cooperation and support of others and which emphasise and encourage a professional service delivery focus.</li> <li>• Proven ability to build positive relationships and consult, negotiate and communicate with all levels of management and employees, government agencies, stakeholders and the community, both verbally and in writing.</li> <li>• Enables and encourages collaboration of the workforce across the department and wider organisation</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p>
<b>Resource Management &amp; Decision Making</b>	<ul style="list-style-type: none"> <li>• Significant experience in the effective management of staff and resources by managing and ensuring compliance with human resources, document management, performance management, WHS, financial and procurement requirements in line with associated policies and procedures.</li> </ul>	<p>Essential</p>
		<p>Essential</p>



<b>Project Management</b>	<ul style="list-style-type: none"> <li>Highly developed project management skills which underpin the timely development of strategies, projects and programs and assist in cross functional collaboration.</li> </ul>	
<b>Customer Service</b>	<ul style="list-style-type: none"> <li>A commitment to internal and external customers demonstrated through the provision of timely, reliable and expert advice on matters within the area of responsibility.</li> </ul>	<b>Essential</b>
<b>Continuous Improvement &amp; Innovation</b>	<ul style="list-style-type: none"> <li>Proven ability to analyse operational systems and process to support continuous improvement and drive innovation.</li> </ul>	<b>Essential</b>
<b>Financial Skills &amp; Acumen</b>	<ul style="list-style-type: none"> <li>Considers and responds to budgetary implications for the whole of department and positions the organisation to meet financial challenges</li> </ul>	<b>Essential</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Tertiary and post graduate qualifications in management, business administration, law, economics or relevant discipline.</li> </ul>	<b>Essential</b>
<b>Government</b>	<ul style="list-style-type: none"> <li>Sound knowledge of the Local Government Act, Local Government operations, policy development and inter-Governmental techniques.</li> </ul>	<b>Desirable</b>

## Corporate Systems and Information Assets



Manage projects and business activities to ensure that all corporate information and records are captured and managed in the appropriate corporate systems in accordance with the organisation's corporate policies and procedures on information governance and records management (electronic and physical).

## Policy and Procedure

Adhere to council policies, procedures, guidelines and standards, including but not limited to, our Organisational Values and Code of Conduct for Employees, Procurement Policy, Public Interest Disclosure Policy, Employment in Addition to Council Procedure, E-Communication Procedure, Managing for Improved Performance Procedure and Disciplinary Procedure

*This Position Description is only descriptive of the type of duties to be undertaken by you during your employment and you accept the organisation may require you to carry out any duties which are within your skills and competence.*



## Governance: Elected Members

The City of Onkaparinga is committed to conducting business in an accountable, transparent and open manner. We work with our communities, businesses and other spheres of government to ensure we are well placed to meet the needs of our communities now and in the future.

### ELECTED MEMBERS

Our Council comprises a mayor and 12 councillors who are responsible for a variety of functions in accordance with the Local Government Act 1999 and Regulations. Council elections are held every four years in accordance with the Local Government (Elections) Act 1999. The next general election will be held in November 2022.

The City of Onkaparinga is made up of 6 wards, each with 2 elected members plus a mayor.

The elected members are:

**Acting Mayor** Simon McMahon

#### KNOX WARD

- Heidi Greaves
- Alayna de Graaf

#### MID COAST WARD

- William (Bill) Jamieson
- Sue Tonkin

#### PIMPALA WARD

- Sandra Brown
- Michael O'Brien

#### THALASSA WARD

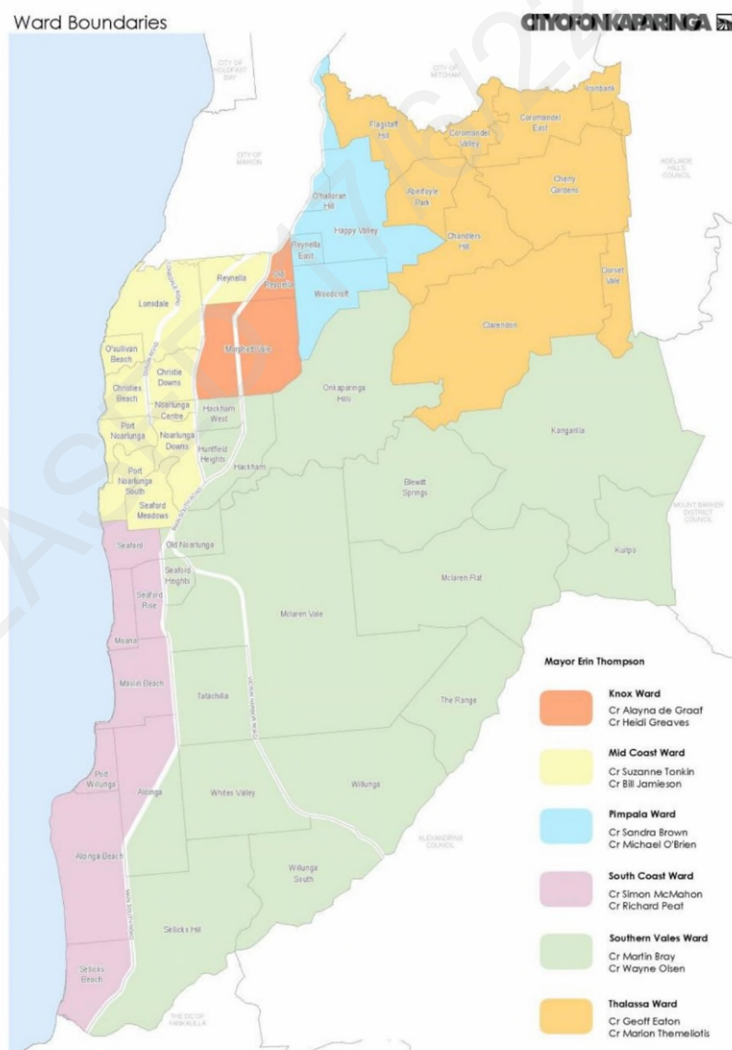
- Marion Themeliotis
- Geoff Eaton

#### SOUTHERN VALES WARD

- Martin Bray
- Wayne Olsen

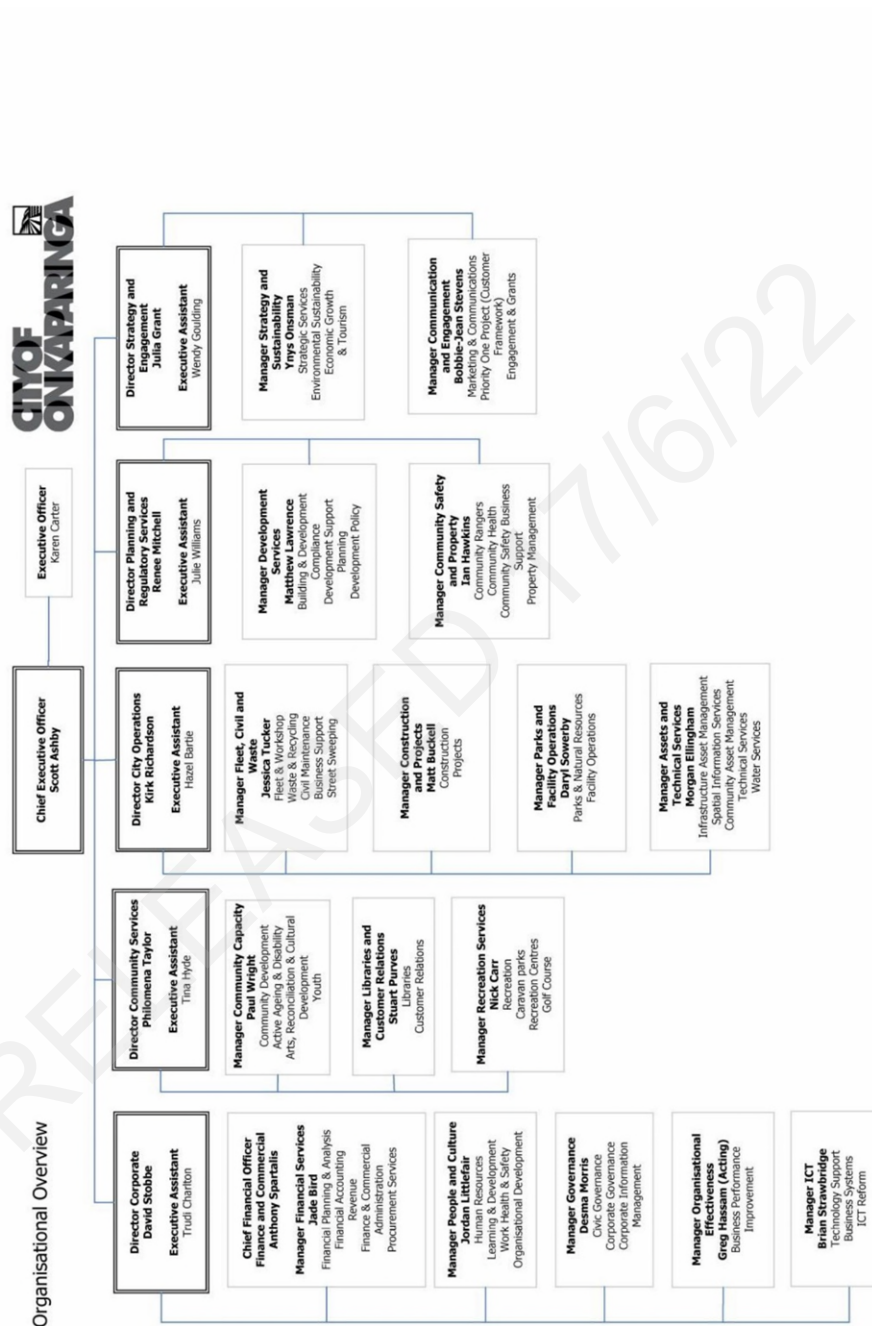
#### SOUTH COAST WARD

- Simon McMahon
- Richard Peat





## Organisation Overview





## City of Onkaparinga, Key Facts



“The City of Onkaparinga population estimate for 2021 is 175,771 and is forecast to grow to 212,372 by 2036. An increase of 36,601 or 21% (ID, 2019)”

**“City of Onkaparinga's Gross Regional Product (GRP) is estimated at \$5.81 billion, in the year ending June 2021, growing 1.9% since the previous year. (NIEIR, 2021)”**

**GRP**  
**\$5.81 billion**  
(NEIR 2021)

**POPULATION**  
**175,771**  
(ABS ERP 2021)

*\*Fourth fastest growth in SA, adding 1100 new residents in 2018 (ABS, 2019)*

**LOCAL BUSINESSES**  
**9,249**  
(ABS 2021)

**LOCAL JOBS**  
**43,837**  
(NEIR 2021)



South Australia ranked in TOP 5 REGIONS OF THE WORLD by Lonely Planet's Best of Travel 2017

ADELAIDE #3 MOST LIVEABLE CITIES IN THEWORLD 2021



**MCLAREN VALE - In World's top 30 emerging destinations 2020**

- ▶ **1.2 million visitors**
- ▶ **\$210 million visitor expenditure**

(Earthcheck, TSP 2019-23)



**VUCA**  
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## Living & Working in The City of Onkaparinga, South Australia

Adelaide is one of the most liveable cities on the planet. It is well known for its arts festivals, fine foods and wine, retail and dining experience and spirit of entrepreneurship and innovation. It has an advanced economy, world class universities and a flourishing multicultural heritage. Adelaide is the traditional home of the Kurna people and has a strong indigenous culture today.

**One of South Australia's fastest growing areas, and only 40 minutes south of Adelaide, The City of Onkaparinga provides an enviable lifestyle and a dynamic place to do business and invest.**

Underpinned by 9100 local businesses and a resident worker population of 74,873 people supporting a \$5.3 billion economy, many of the city's businesses are family businesses employing local people and supporting local communities.

The region offers an unmatched combination of affordable housing options, available land for development, Mediterranean climate and immediate access to 31 kilometres of clean, pristine coastline.

The region is home to some of South Australia's most inspirational and recognisable tourism experiences, with over 1 million visitors annually. Tourism is centred on our acclaimed McLaren Vale wineries, gourmet food production, festivals, events, arts and culture and the spectacular coastline and beaches.

Living and working in our region, allows you to:

- Explore our world class vineyards and cellar doors in the McLaren Vale wine region
- Discover our emerging craft beer producers and liquor distilleries
- Unearth our food scene with our multi award winning restaurants and cafes
- Hand select your local fresh ingredients at our famous and superb local farmers markets
- Experience our 31kilometres of breathtaking coastline, reefs and surf beaches
- Immerse yourself in our arts and cultural experiences, as our city boasts one of the highest concentrations of artists per capita in South Australia
- Enjoy a round of golf at one of our five picturesque golf
- courses across our city
- Indulge in our world class events we host and deliver

For more information, refer to our website: <https://www.onkaparingacity.com/Around-me>



## Contact Information

For a confidential discussion regarding the Chief Executive Officer position, please contact VUCA Senior Associate, Mr Paul Bell on 0412 552 302.

*Applications, including your current CV and a letter of introduction are to be forwarded in Word format to [ceoco@vuca.com.au](mailto:ceoco@vuca.com.au)*

***Applications close COB Sunday 1 May 2022.***

## Important Information

Please note that VUCA Trusted Advisors believes that while the information contained in this document is true to the best of the Company's knowledge at the time of writing, such information may change without notice. Further, the information herein is the property of the Company and must not be published or attributed unless explicitly agreed.

