

Organisational Structure

Stephen Dunshea
Chief Executive Officer



Old Structure



Previously

- Finance, Corporate & Community Service – Acting Director Jane Lewis
- Planning, Environment & Development Service – Director Phil Costello
- Assets & Works – Director Paul Keech
- Shoalhaven Water – Acting Director Robert Horner

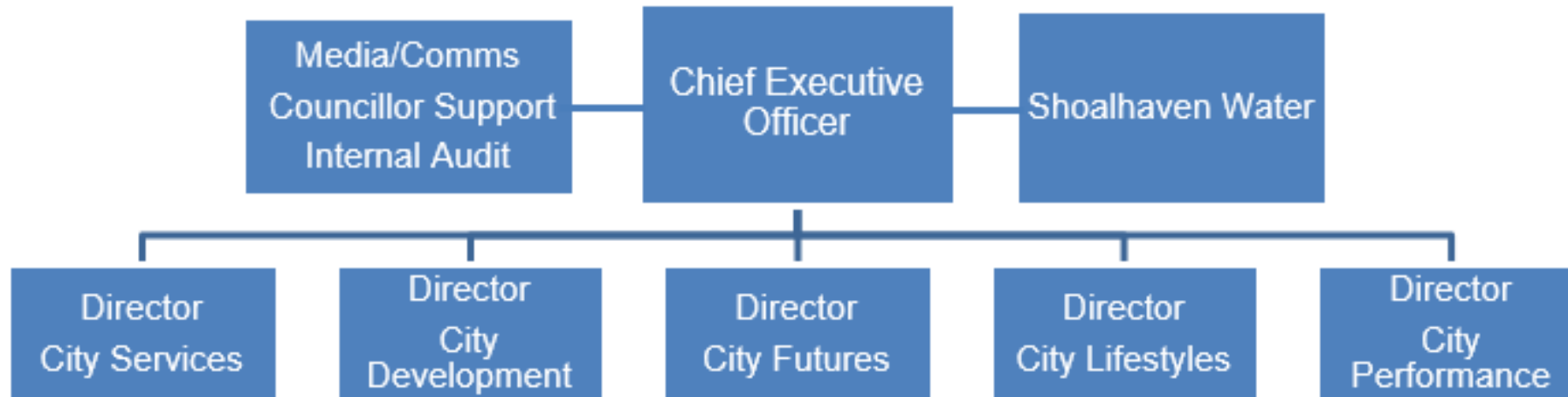
Why change the structure?

- Vacancies existing in two (2) senior staff roles
 - Director – Finance, Corporate & Community Services
 - Director – Shoalhaven Water
- Opportunity to review these roles
- Reviews carried out in 2019 that focussed on Customer Service, DA processing, and Future Directions for the Shoalhaven highlight to me the need to:
 - Make sure the City and the Council are **future ready** to grasp opportunities expected to arise from the completion of the highway upgrades – making us more accessible
 - Harness the opportunity for a **fresh approach** which had been articulated to me by many in the community – including the business community
 - Enhance our capability to turn **plans into reality**
 - Ensure a strong focus on Strategic Planning and Development Assessment to achieve the **best outcomes** for the Shoalhaven
 - Develop a more robust customer engagement strategy and **customer experience** – recognising both external and internal customers
 - Improve **project management and delivery**
 - Strengthen organisational **performance and reporting**
 - Improve **communications and community engagement**



What is the new structure?

The following senior staff structure was adopted by Council on 6 August 2020



Who is who in the new structure?

- Chief Executive Office – Stephen Dunshea
- Executive Manager Shoalhaven Water – Robert Horner (Interim)
- Director City Services – Paul Keech
- Director City Development – Phil Costello
- Director City Futures – Robert Domm
- Director City Lifestyles – Jane Lewis (Interim)
- Director City Performance – Kevin Voegt (Interim)
- Manager Media & Communications – Kate Crowe (Interim)

Note:

1. Interim indicate the position is subject to recruitment
2. Changes to reporting lines for management and teams is currently underway in consultation with staff

Functions of the new Directorates

City Services

Asset Strategy

Maintenance & Construction

Technical Services

Council Buildings & Property Services

Commercial Services

Waste Services

Bereavement Services

Holiday Haven

Fleet & Mechanical

Natural Areas

Infrastructure

Asset Protection Zones

Environmental Reviews (REFs)

- Project Delivery
- Parks & Open Space
- Energy & Sustainability
- Emergency Management

City Development

Development Assessment

Certification

Building Assessment

Compliance

Ranger Services

Animal Management

Environmental Services

Policy

Regulation

Compliance

Weeds

Natural Areas

Waterways

Beaches

Bushland

Ulladulla Service Centre

City Futures

Strategic Land Use Planning

Strategic Infrastructure Planning

Urban Release Areas

Transformational City Projects

City Growth, Advocacy and Tourism

Economic Development

Placemaking & Urban Renewal

Affordable Housing Strategies

Strategic Property Asset Ventures

Functions of the new Directorates

City Lifestyles

Library Services

Arts & Culture

Community Development

Social Planning

Community Capacity Building

Community Resilience Planning

Social & Community
Infrastructure Planning

Shoalhaven Swim Sport &
Fitness

Operations

Service Provision

Asset Management Planning

Management Committees

Community Well-being and
Lifestyle Strategies

Shoalhaven Entertainment
Centre

Family Day Care

City Performance

Corporate Finance

Long-term Financial Planning

Procurement & Stores

Information Technology & Smart Cities
Initiatives

Customer Service Strategy & Contact
Centre

Integrated Planning & Reporting

Corporate Performance Measurement &
City projects Monitoring

People & Culture

Legal & Governance

Work Health & Safety

Business Assurance & Risk

Shoalhaven Water remains Council's Water Utility and a separate reporting entity with no change to the following existing functions

Water Accounts Business Support

- Water Accounts & Business Support
- Metering & Services
- Projects Compliance & Accounts
- Business Operations

Water Asset Planning & Development

- Projects Design
- Projects Regulations
- Projects Development
- Projects Assets
- Capital Portfolio Operations
- Service Provision
- Asset Management Planning
- Management Committees

Water Operations & Maintenance

- Mechanical / Electrical
- Waster Operations
- Waste-Water Operations

