



CANDIDATE INFORMATION PACK

Chief Executive Officer

Indigo Shire Council



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Acknowledgement of Country

Indigo Shire Council acknowledges the original custodians of these lands. The people of the rivers and the hills have walked these lands for thousands of years as well as today, and we pay respect to the Elders of the past and present.

About Indigo Shire

Indigo Shire is one of Victoria's most distinctive rural municipalities, located in the picturesque Northeast, approximately three hours from Melbourne. Covering more than 2,000 square kilometres, the Shire encompasses the vibrant townships of Beechworth, Rutherglen, Chiltern, Yackandandah, Wahgunyah, Barnawartha, Kiewa-Tangambalanga and Stanley, each with its own unique identity and contribution to the region.

Home to more than 17,600 residents, Indigo Shire combines heritage-rich communities, productive agricultural land, renowned wine regions, thriving manufacturing industries, significant tourism assets, and outstanding natural landscapes stretching from the Murray River to the foothills of the Victorian Alps.

The municipality has a diverse and resilient economy valued at more than \$1 billion annually, supported by strong manufacturing, agriculture, healthcare and tourism sectors. The region attracts almost 900,000 visitors each year, with its historic townships, food and wine experiences, and natural attractions contributing significantly to local prosperity and community wellbeing.

Indigo Shire is characterised by highly engaged communities and a strong culture of civic participation, with hundreds of volunteers contributing to Council services and community governance. Established in 1994 through the amalgamation of the former shires of Rutherglen, Chiltern, Yackandandah and Beechworth, the Council continues to work in partnership with residents, businesses and community organisations to deliver sustainable growth, exceptional liveability and strong local leadership.

17,622 Residents	2,016 km² Land area	\$1.048B Gross Regional Product	883,000 Visitors per year
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Chiltern, at sunrise

Our Vision, Purpose and Values

Our Vision

By 2035, Indigo Shire will be home to strong, resilient communities that embrace sustainable practices, foster meaningful connections, and honour our rich heritage. Residents across all ages and life stages will experience a deep sense of belonging through balanced growth, responsible environmental stewardship, improved infrastructure and enhanced wellbeing.

Our Purpose

Making Life Better in Indigo Shire

We make life better in Indigo Shire by prioritising our community's needs at every level, from delivering essential services today, to planning for our sustainable, connected future.

Our Values

Safe and Supported

Our supportive and transparent culture means our team members are equipped and encouraged to challenge the status quo and be bold.

Collaborative and Open

We are committed to driving the changes our community wants to see, and we know that progress for a better future happens in partnership.

Commitment and Integrity

We connect deeply with the community we serve and the customers we support, communicating openly and building trust.

Strategic and Professional

Our purpose, values and behaviours guide the way we work, balancing responsive action and excellent service delivery with diligent planning.

Community Vision 2035

Indigo Shire's 10-year Community Vision, refreshed in 2024 through extensive community engagement, sets the destination for the Shire. The Council Plan 2025-2029 maps out the journey to get there, built around four key themes.

Theme 1: Places and Communities

Strong, diverse and inclusive communities where people feel safe, valued and connected, with infrastructure and programs that respect each township's unique character.

Theme 2: Economic Resilience and Opportunity

A progressive and resilient business community, diverse housing and employment opportunities, and a sustainably managed visitor economy that showcases Indigo's heritage, arts, food and wine.

Theme 3: Environment and Heritage

Strategic management of growth to protect the Shire's unique environment, character and heritage, with demonstrated leadership in climate action and community resilience.

Theme 4: Governance and Financial Sustainability

Efficient, transparent and responsible governance, evidence-based decision-making, and a high-performing, values-driven workforce.



Tangambalanga

The Role

The Organisation

With a home base in Beechworth, approximately three hours north-east of Melbourne, Indigo Shire Council serves more than 17,600 residents across eight distinct townships. The organisation is led by the Chief Executive Officer, supported by two Executive Managers (People & Governance, and Customer Experience & Engagement) and three Directors (Planning & Corporate Services, Community Economic Development, and Infrastructure Services).

Council is a cohesive and engaged group of seven Councillors, working in partnership with a capable and long-standing organisation to deliver more than 35 services and an extensive capital works program across the Shire.

The Opportunity

Following the resignation of long-serving CEO Trevor Ierino, Council is seeking an external, energetic and decisive leader to guide Indigo Shire into its next chapter. Council is looking for genuine local government experience, a strong understanding of the particular dynamics of regional and rural Councils, and the confidence to translate well-developed strategic plans into timely, tangible outcomes for the community.

Advocacy is a priority for Council, given Indigo's reliance on state and federal funding to deliver its infrastructure and service ambitions. The successful candidate will be a proactive and credible advocate, building strong relationships with government, industry and regional partners to unlock the Shire's considerable untapped economic and tourism potential – including the prospective Victorian Goldfields World Heritage Listing.

This is an opportunity to lead a stable, well-governed Council and a committed workforce, bring fresh energy and sharpened accountability to service delivery, and build even stronger trust and partnership with Indigo's highly engaged communities.



Beechworth, from above

Chief Executive Officer – Position Description

Classification	Executive contract
Status	5-year fixed term, full-time
Reports to	Council
Directorate	Office of the CEO
Location	Beechworth
Direct reports	All staff, in accordance with the organisation structure

The Chief Executive Officer provides visionary and transformational leadership to Indigo Shire Council, guiding the organisation to achieve the aspirations of the Council Plan and create lasting value for the community. As the principal adviser to Council, the CEO works in partnership with Councillors to support strategic decision-making, exemplary governance and the successful delivery of Council's priorities.

Key Responsibility Areas

Partnership with Councillors

Build and maintain productive, collaborative partnerships with Councillors that support good governance, clear role definition and shared accountability.

Leadership and Culture

Provide visionary leadership that builds a high-performing, accountable and values-driven organisation focused on community outcomes.

Strategy and Governance

Partner with Councillors to develop, implement and monitor the Council Plan, and maintain Council's long-term financial sustainability.

Community and Stakeholder Engagement

Build trust and confidence through meaningful engagement with communities, stakeholders and partners, and act as Council's principal ambassador and advocate.

Organisational Development and Regional Leadership

Regularly review organisational structure, workforce capability and service delivery, and lead initiatives that strengthen regional collaboration and economic development.

Organisation Structure

The Chief Executive Officer leads an organisation structured across two Executive Manager portfolios and three Directorates, as set out below.

Chief Executive Officer		
Reports to Council Supervises all staff		
Executive Manager <i>People & Governance</i> ● People, Culture & Risk ● Governance		Executive Manager <i>Customer Experience & Engagement</i> ● Customer Experience ● Engagement & Communications
Director <i>Planning & Corporate Services</i> ● Finance ● Information Technology ● Planning & Statutory Services	Director <i>Community Economic Development</i> ● Community Development ● Tourism ● Economic Development & Investment	Director <i>Infrastructure Services</i> ● Municipal Operations ● Assets & Property ● Capital Works & Waste ● Environment & Sustainability

The Person

Council is seeking an experienced local government executive with an understanding of regional and rural communities, and a proven track record of building sustainable relationships with key stakeholders across all levels of government.

You will be an energetic, decisive and strategic leader, with the confidence to drive delivery rather than generate more information. You will bring exceptional advocacy skills and genuinely embrace the community, working in professional partnership with Council while empowering a capable Executive team and workforce to lead with clarity and purpose.

This role offers a genuine blend of career fulfilment and lifestyle rewards, in one of regional Victoria's most distinctive and liveable Shires.

Desirable Qualifications and Experience

- Relevant tertiary qualifications in a related discipline including business, management, public administration, finance, engineering or education.
- Demonstrated executive leadership experience in local government or a similarly complex organisation, with proven ability to deliver strategic and operational outcomes.
- Proven ability to work effectively within a politically sensitive environment, building trusted relationships with elected representatives, government agencies, community stakeholders and industry partners.
- Strong financial, commercial and asset management expertise, including long-term financial planning, budget management, risk management and organisational sustainability.
- Demonstrated success leading organisational change, fostering innovation, driving continuous improvement and building a high-performing, value-driven workplace culture.
- Sound knowledge of the legislation, governance and regulatory framework applicable to local government, including the Local Government Act 2020 (Vic).

Key Selection Criteria

- Demonstrated success in a senior executive leadership role within local government or a similarly complex organisation, with the ability to inspire a shared vision and lead significant organisational transformation.
- Demonstrated strategic and financial acumen, including experience in long-term financial planning, financial sustainability, budget development and asset management.
- Proven ability to lead the development and execution of strategic plans and service delivery improvement, including the modernisation of technology and business systems.
- Exceptional stakeholder engagement, advocacy and relationship management skills, with a proven ability to work collaboratively to deliver shared outcomes.
- Proven experience leading and developing high-performing organisations and executive teams, building trust and bringing people together to achieve shared outcomes.
- Demonstrated commitment to environmental sustainability, responsible resource management and long-term community resilience.

For More Information

Applications close Wednesday, 23 September 2026.

For an open, confidential discussion, phone or email Nick Kelly on 0497 476 548 or nick@gemexecutive.com.au



GEM Executive specialises in executive search and recruitment for local government and not-for-profit organisations across Victoria.