

# LGPRO SECTOR SECONDMENT PROGRAM

## BUILDING CAPACITY IN LOCAL GOVERNMENT

### INTRODUCTION

LGPro is introducing a new Sector Secondment Program that aims to build capacity and improve leadership development. Initially the focus will be at Director and Manager level, with a view to expanding the target audience to officers at all levels after six – 12 months.

The need for a sector secondment program was highlighted as part of LGPro's Future Ready project which identified the key issues, opportunities and challenges facing Local Government service delivery in the future and how best to respond to these.

#### **The program addresses the following key areas of need:**

- Direct job swaps for Directors and Managers who want to develop their ability to manage and lead people outside of their area of specialist expertise or who want to refresh themselves by being exposed to different models of leadership and ideas on service delivery in another Council.
- With an emphasis on skills and knowledge transfer, bringing in expertise from within the sector to assist Councils to fill short to medium term vacancies at executive level and/or on significant projects which are unable to be met from within existing resources.



**Further information: If you or your Council is interested in learning more about this program, contact Leanne Bickley on (03) 9268 6401, [leanneb@lgpro.com](mailto:leanneb@lgpro.com) or visit [www.lgpro.com](http://www.lgpro.com)**



## HOW IT WILL WORK

LGPro will manage and maintain a database of all individual and Council EOs and facilitate contact between them.

Where there is no appropriate match available, LGPro will actively seek out appropriate candidates for job swaps and/or Councils seeking to second.

## BENEFITS

The secondments will provide a positive outcome for all parties by providing:

- Skilled replacements for the receiving Council and leaving a legacy of increased capacity as teaching/mentoring would be a core component of the seconded officer's role.
- Professional development/ career extension for the seconded officer.
- Professional development/ career extension for someone else in the seconded officer's Council who will have an opportunity to 'act' or undertake higher duties.
- Knowledge and experience transfer for the sector, building a stronger sense of community.

## TERMS OF SECONDMENTS

LGPro recommends that in the case of direct job swaps, the arrangement should be for a minimum of six weeks and up to six months.

We suggest a customised approach to secondments filling short to medium term vacancies at an executive level for specific projects.

All arrangements should be flexible depending on need and individual circumstances of the secondment.

## ELIGIBILITY

Participating Councils must be current LGPro Council Subscribers and individuals are required to be LGPro financial Individual Members.

## COST

**In the case of direct job swaps, LGPro will charge a one-off fee to both Councils to facilitate the matching and exchange process:**

- Small Council \$900 plus GST
- Medium Council \$1,200 plus GST
- Large Council - \$1,500 plus GST

**In the case of a Council seconding an officer, LGPro will charge a one-off fee to the host Council:**

- Small Council \$1,500 plus GST
- Medium Council \$2,000 plus GST
- Large Council - \$2,700 plus GST

**Importantly, the program is not a 'try before you buy' arrangement to facilitate employment opportunities.**