

Position Description



Position Title	Urban Design Team Leader
Classification	Band 7
Position Number	3560506
Incumbent	Vacant
Directorate	City Development
Department	City Futures
Team	City Design
Date Prepared by	September 2026 City Design Coordinator
Banyule City Council Overview	Banyule City Council is an award-winning organisation that prides itself on a customer-focused culture of innovation, best practice and continuous improvement. We uphold an enviable reputation for customer service and work diligently to maintain high-quality services to provide the best possible opportunities and outcomes for the community we represent. Our community is made up of diverse, cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the well-being of an inclusive community.
Department and Team Overview	The City Futures Department comprises of City Planning, City Design, and Environment teams. The City Design team works collaboratively across Council to shape high-quality, inclusive, sustainable and well-integrated public realm outcomes. The team provides Landscape Architecture and Urban Design services and advice for green and urban spaces, including parks, reserves, playgrounds, streetscapes, activity centres, civic spaces, trail networks and other public spaces and places. The team leads the delivery of design excellence by embedding Caring for Country principles in decision-making. Through a nature-positive and climate-positive approach, the team creates public realm outcomes that integrate biodiversity, urban greening, water-sensitive design, cooling and shade, circular economy principles and climate adaptation, strengthening Banyule's local character while improving environmental performance, accessibility, resilience and liveability.
Position Objectives	The Urban Design Team Leader provides professional leadership, specialist urban design advice and project delivery expertise to shape high-quality, inclusive, sustainable and well-integrated public realm outcomes across Banyule's urban areas, streetscapes, activity centres, civic spaces and place-based precinct renewal projects. The role leads the planning, design and delivery of urban design projects and services, working

collaboratively across Council, with stakeholders and with the community to embed design excellence, Caring for Country principles, and nature-positive and climate-positive approaches in decision-making. Through the integration of biodiversity, urban greening, water-sensitive design, cooling and shade, circular economy principles and climate adaptation, the role strengthens Banyule's local character while improving environmental performance, accessibility, resilience, liveability and community wellbeing.

Our Values

All Banyule staff are to adopt the key values of Working Together Working Better and strive to meet these behaviours in carrying out their duties. Our core values are:



RESPECT is characterised by supporting each individual's dignity and worth.



INTEGRITY is the quality of staying true to our moral, ethical, and spiritual principles.



RESPONSIBILITY is acknowledging and accepting the choices we make, the actions we take, and the results they lead to.



INITIATIVE is characterised by having a proactive, resourceful and persistent approach to work.



INCLUSION is characterised by embracing and valuing the perspectives and contributions of all.

Key Responsibility Areas

This role will be responsible for the following key areas:

1. Lead and develop the urban design function within the City Design team, providing professional leadership, supervision, mentoring and specialist advice to achieve high-quality public realm and place-based outcomes.
2. Champion design excellence across Banyule's streets, centres, civic spaces, transport corridors and public places, ensuring outcomes are inclusive, accessible, sustainable and responsive to local character.
3. Embed Caring for Country principles and nature-positive and climate-positive approaches in urban design projects, advice and decision-making, including biodiversity, urban greening, water-sensitive design, cooling and shade, circular economy principles and climate adaptation.
4. In collaboration with Council's Capital Works Delivery team, lead the end-to-end delivery of streetscape, activity centre and public realm projects through investigation, design, engagement, procurement, construction and completion.
5. Prepare, review and guide the delivery of urban design frameworks, masterplans, public realm plans, design guidelines, technical advice and project briefs, ensuring alignment with Council priorities and contemporary best practice.
6. Work collaboratively with the Landscape Architecture Team Leader and multidisciplinary teams to deliver integrated, place-based public realm outcomes across Banyule's urban and green spaces.
7. Provide expert urban design advice on Council projects, private developments, infrastructure proposals and State Government initiatives, advocating for high-quality, resilient and people-focused public realm outcomes.
8. Work closely with statutory and strategic planning teams to influence development outcomes and ensure the provision, protection and enhancement of public realm, open space connections and place quality.
9. Build and maintain productive relationships with internal teams, community members, Traditional Owners, government agencies, consultants, developers and other stakeholders to support collaborative and inclusive outcomes.

	10. Identify external funding opportunities, monitor relevant policy, legislation and industry trends, and recommend strategic responses, service improvements and opportunities to strengthen Banyule's liveability, accessibility, sustainability and community wellbeing.
Organisational Relationships	Position Reports to: City Design Coordinator Internal Liaisons: Works collaboratively across the organisation. External Liaisons: Liaises with government departments, Traditional Owners, consultants, contractors, developers, community organisations and other external partners that support planning, engineering, recreation, leisure, arts and culture, youth, family, aged and health services, funding and policy direction. Supervises: Urban Designers, consultants, casual and contract staff as required.
Accountability and Extent of Authority	• Accountable for the delivery of urban design services, advice and project outcomes within the City Design team. • Responsible for coordinating and delivering key urban design, place making and public realm projects within approved budgets, timeframes and Council policies. • Provides specialist advice and recommendations aligning with Council strategies and professional standards. • Supervises and supports Urban Designers, consultants and contractors as required. • Provides professional input into the development, review and implementation of Council policies, strategies and frameworks and design standards relating to urban design, placemaking and the public realm. • Escalates significant strategic, financial, legal or reputational risks to the Coordinator City Design.
Judgment and Decision Making	• Exercises professional judgement in urban design, placemaking and public realm projects. • Makes decisions on project priorities, design outcomes and resource allocation within Council policies and approved budgets. • Provides specialist advice and recommendations on complex public realm matters. • Escalates significant strategic, financial or reputational risks as required.
Specialist Knowledge and Skill	• Extensive urban design and public realm design knowledge and skill, with the ability to apply contemporary best practice to complex projects. • Knowledge of Caring for Country principles and their application to public realm and place-based outcomes. • Demonstrated expertise in project leadership and the delivery of urban design and public realm projects, including procurement, contract administration and budget management. • Sound understanding of nature-positive and climate-positive design, including biodiversity, urban greening, water-sensitive design and climate adaptation principles. • Strong analytical, strategic and problem-solving skills, with the ability to provide clear advice and recommendations on complex issues. • Well-developed stakeholder engagement and communication skills, with the ability to work effectively across Council, with community members and external partners.

Management Skills	• Demonstrated ability to lead and develop staff, consultants and multidisciplinary project teams. • Strong planning, prioritisation and workload management skills. • Demonstrated project, contract and budget management capability. • Demonstrated ability to build effective relationships and deliver outcomes through collaboration.
Interpersonal Skills	• Strong communication, consultation and relationship management skills. • Ability to build effective working relationships with colleagues, stakeholders and the community. • Ability to negotiate, influence and resolve issues to achieve positive outcomes. • Demonstrated ability to work collaboratively and lead through influence.
Qualifications and Experience	• A tertiary qualification in Urban Design, Architecture or a related discipline, together with several years' relevant experience in urban design, public realm design and project delivery. • Demonstrated technical knowledge and experience in the planning, design and delivery of public realm improvement projects, including the application of contemporary design principles and best-practice urban design. • Proven experience leading complex public realm projects through all phases of project delivery. • Experience leading a small team, consultants and multidisciplinary project teams to achieve high-quality outcomes. • Strong understanding of sustainable and climate-responsive design practices within the built and natural environment, with the ability to integrate these principles into project outcomes.
Key Selection Criteria	
1. Tertiary qualification in Urban Design, Architecture, Planning or a related discipline, or equivalent relevant experience, and demonstrated experience in urban design, placemaking, public realm planning, design and project delivery. 2. Demonstrated experience leading complex urban design and public realm projects through all phases of project delivery, including project management, procurement, contract administration and budget management. 3. Demonstrated people leadership experience, including the supervision, mentoring, development and performance management of staff, consultants and multidisciplinary project teams. 4. Strong knowledge of contemporary urban design practice, including nature-positive, climate-responsive, accessible and inclusive design principles. 5. Highly developed stakeholder engagement, communication and relationship management skills, with the ability to build productive relationships and influence outcomes across Council, with community members and external partners. 6. Well-developed analytical, strategic and problem-solving skills, with the ability to provide clear advice and recommendations on complex urban design, placemaking and public realm matters.	
Environmental and Sustainability Requirements	• Adhere to Council's Environment Policy and Environment Strategy. • Adhere to Council's Sustainability Code of Practice and Environmental Purchasing Guidelines.
OH&S and Other Risk Requirements	• Ensure a safe and healthy environment by fulfilling the responsibilities and requirements of Council's health and safety system and health and wellbeing program.

	• Exercise reasonable care to prevent injury to oneself and others who may be affected by one's duties and actions. • Exercise due care for Council property for which this position is responsible or issued. • Ensure a child-safe environment and contribute to a culture of child safety by fulfilling the responsibilities and requirements of Council's Child Safe Policy and procedures. • Adhere to and attend Council's Mandatory training.
Continuous Improvement Requirements	• Adhere to Council's Continuous Improvement Framework. • Ensure that processes and systems are fit for purpose and continuously reviewed to ensure the delivery of the best possible service to the community whilst demonstrating value for money.

