



# Candidate Information

**Chief Executive Officer**  
**Tiwi Islands Regional Council**

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The recruitment process is being conducted in accordance with Northern Territory Government Guideline 2 under the Local Government Act 2019.

Tiwi Islands Regional Council acknowledges the First Nations Custodians; and the many Language and family Groups who are managers and caretakers to each of their Traditional homelands and Waters across the Tiwi Region. Tiwi Islands Regional Council pay their respects and acknowledge Elders past, present and rising.

Click to find out more about Council and our region.



**Council's  
Website**



**The  
Region**



**Annual  
Report**



**Economic  
Profile**





# Welcome

## A Message from the Mayor, Lynette De Santis.

Awana - Greetings to all those considering the opportunity to lead our Tiwi Islands community.

I am delighted that you are interested in the position of Chief Executive Officer for the Tiwi

Islands Regional Council. This is a rare and significant role, one that comes with both immense responsibility and the privilege of working alongside our vibrant communities.

As you consider this position, I want to share with you the unique nature of this opportunity. The Tiwi Islands are a place where the natural environment is as extraordinary as the culture and people who call it home. Our communities are united by a deep cultural heritage that stretches back millennia. It is this heritage, coupled with the resilience and spirit of the Tiwi people, that defines our region.

The role of Chief Executive Officer is not just a leadership position; it's a chance to make a real and lasting impact. You will be entrusted with overseeing the Council's operations, addressing the needs of our communities, and driving forward our collective vision for a sustainable future. While there are challenges that come with such a role, they are met with the support of a dedicated team and the opportunity to foster meaningful change.

Living and working on the Tiwi Islands is not for the faint-hearted. It requires someone who is grounded, practical, and truly committed to making a difference. You will experience the rewards of working closely with local communities, helping to shape decisions that directly affect the lives of those who live here. The work you do will resonate far beyond the Council's walls - it will be seen in the improvements to education, health, and infrastructure, as well as in the strengthening of our local economy.

I am confident that the right individual will find this role to be deeply fulfilling, both personally and professionally. This is an opportunity to contribute to something much larger than yourself, to lead with integrity, and to leave a legacy in one of the most remarkable regions of Australia.

Thank you once again for considering this opportunity. I look forward to seeing how you might help shape the future of the Tiwi Islands.

**Cr Lynette De Santis - Mayor**



As Chief Executive Officer of Tiwi Islands Regional Council, you'll be responsible for running the day-to-day operations of Council, including its services, people, and resources. Working closely with the Mayor and Councillors, you'll provide practical advice, support good decision-making, and make sure Council's priorities are delivered in a way that meets the needs of Tiwi communities. The recruitment process is being conducted in accordance with Northern Territory Government Guideline 2 under the Local Government Act 2019.

The role covers a wide range of services — from waste and infrastructure to youth programs, community safety, and regulatory services. You will make sure these services are well planned, properly funded, and delivered consistently.

As Chief Executive Officer you will lead a team of managers and senior staff across the Islands, supporting them in both daily operations and long-term planning. This includes overseeing recruitment, performance, and staff development, and creating a positive workplace culture built on safety, respect, and accountability.

The role will also manage Council's finances, including the budget, annual planning, and long-term financial strategy. Grants, contracts, reporting, and meeting Northern Territory and Commonwealth requirements will all be part of the role, along with overseeing governance, risk, and internal processes.

This is a hands-on role, managing competing priorities, responding to challenges as they arise, and keeping a clear connection between Council's long-term goals and what is being delivered on the ground. As Chief Executive Officer, you will work closely with the community, represent Council in key discussions, and build strong relationships with government and stakeholders to secure support and resources.

This is a role that brings professional stretch and personal meaning - a chance to apply your skills and experience where they're needed and where the impact is tangible.

## Opportunities and Challenges in the Role

### Opportunities:

1. **Financial Strengthening** - Diversify income (e.g. tourism, ferry services) and optimise grant management.
2. **Governance Improvements** - Streamline compliance, enhance transparency and leverage audit oversight.
3. **Infrastructure Upgrades** - Prioritise key projects (e.g. Wurrumiyanga Hall, Milikapiti Water Park, ferry maintenance).
4. **Community and Youth Programmes** - Expand Night Patrol, Youth Diversion and sport initiatives to boost engagement.
5. **Economic Growth** - Support Tiwi enterprises, partner with Traditional Owners and promote tourism.

### Challenges:

1. **Financial Sustainability** - Heavy reliance on grants and limited revenue streams.
2. **Governance and Compliance** - Complex regulatory requirements and enforcement challenges.
3. **Infrastructure and Service Delivery** - Ageing infrastructure and project management challenges
4. **Workforce and Engagement** - Attraction and retention and training challenges
5. **Economic and Environmental Gaps** - Few local businesses; waste management and recycling challenges.

### First 3-6 Month Priorities for CEO:

- **Assess finances**, tighten controls and secure sustainable funding
- **Engage stakeholders** (Councillors, Elders, NT Government) to align priorities
- **Amend to Improve Operational Delivery** (e.g. roads maintenance, housing improvements and stock control).
- **Strengthen governance** with clear policies and reporting
- **Quick wins** (e.g. waste programmes, youth activities) to build trust

**This position requires a full-time presence on Bathurst Island within the Tiwi Islands community.**

# The Person

You will bring senior leadership experience from local government, public administration, or a similar field, with a strong track record of managing people, services, budgets, and projects. You will have experience at an executive level and understand what it takes to lead a complex organisation while delivering services in a clear, accountable, and community-focused way.

Qualifications in business, public administration, management, or a related area, will be highly regarded - giving you a solid foundation across governance, finance, operations, and planning. You have demonstrated experience in working closely with elected members or boards and know how to build strong, effective relationships with a wide range of stakeholders and community groups.

You are a practical leader who knows how to support and guide teams. You can develop capability, mentor senior staff, and create a culture that values respect, effort, and results. You think strategically but stay focused on getting things done.

You communicate clearly and build trust through being open, responsive, and respectful. You are comfortable working with communities, managing expectations, and partnering closely with Tiwi people and organisations.

Experience in rural or remote settings will be highly regarded, particularly where you've had to work with limited resources and place a strong focus on relationships. You're organised, confident managing reporting, contracts, and compliance, and understand the importance of delivering core services consistently and reliably. You will need to hold a current driver's licence and be comfortable travelling across the Tiwi Islands as part of your regular work.

## Total Remuneration Package

A base salary will be in the range of \$210,000 to \$240,000 dependent on skills, ability, and experience.

- Provision of accommodation on the Tiwi Islands with electricity and water paid for by the Employer
- \$5,000 travel allowance per year to be spent on ferry or airplane tickets from the Tiwi Islands to an Australian capital city for the Employee's personal use.
- One mobile phone and laptop computer to be used for work purposes
- The Employer will provide and maintain a motor vehicle for unrestricted private use.

You will need to bring:

- Strong leadership and executive management skills
- A genuine commitment to partnership and respectful engagement with First Nations communities
- The ability to support and develop a high-performing, place-based workforce
- Experience with local government operations, governance and financial oversight
- Sound judgement and a calm, consistent approach to problem-solving
- A respectful, clear and confident communication style
- Cultural awareness and the ability to work with care in a remote context





## Key Selection Criteria

Within the application form you are required to provide a response to the following Key Selection Criteria:

### Essential Criteria

“In accordance with section 166 of the Local Government Act 2019 (the Act), Regulation 109(1)(b) of the Local Government (General) Regulations 2001 (the Regulations) and Ministerial Guideline 2 – Appointing a CEO (Guideline 2). Section 166(1) of the Act states the following:

- 1) A person is not eligible to be the CEO or the Deputy CEO if:
  - a) the person is disqualified from managing a corporation under the Corporations Act 2001 or the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (Cth); or
  - b) the person is disqualified under section 40 of the Associations Act 2003; or
  - c) the person is bankrupt.”

**Within the application form you are required to provide a response to the following Key Selection Criteria:**

### Leadership

- Proven leadership at the Chief Executive Officer or senior executive level, with the ability to understand and implement legislation impacting on Local Government.
- High level strategic planning skills and corporate governance skills.

- Delegation skills to ensure the achievement of outcomes, accountability of management and staff and the development of employees' abilities.
- Understanding of the application of contemporary human resource management principles.

### **Policy Implementation**

- Good knowledge of public policy issues as they impact on local government.
- Experience in developing and implementing policy relevant to the business of local government.
- An understanding of the Northern Territory Local Government Act.

### **Governance and Compliance**

- Demonstrated capacity to administer the Local Government Act and associated legislation in the field of local government.
- Ability to support the Council to make the most informed decisions on behalf of their constituents.
- Knowledge of statutory, legal and contractual obligations.

### **Financial Results**

- Extensive experience in financial management including the development of long-term financial plans.

### **Community Development**

- Demonstrated ability to apply knowledge of sustainability and its application of the economic, social and environmental principles at an organisation level.
- Considerable experience in dealing with the public and special interest groups.
- An understanding of rural culture and the ability to work with people at all levels.

### **General Management Competencies**

- Excellent interpersonal and communication skills.
- Excellent decision-making skills and an analytical approach to problem solving.

### **Qualifications and/or Experience**

- A degree or equivalent in a relevant tertiary Management, Business and/or Public Sector Administration discipline or comparable work experience is expected for this position.

# Recruitment Process

Tiwi Islands Regional Council recruitment panel is overseeing the process. The position is being advertised in March with a closing date of **Monday 27 April 2026**.

	Date
<div style="display: flex; align-items: center;">  <div> <p><b>Initial Conversation</b></p> <p>Prior to an application being submitted, a discussion regarding the position, and determination of your suitability for the role will need to be undertaken with John Oberhardt on 0411 869 110.</p> <p>All enquiries will be dealt with in the strictest confidence.</p> </div> </div>	<p><b>to Monday 27 April</b></p>
<div style="display: flex; align-items: center;">  <div> <p><b>Short Listing</b></p> <p>A short list of candidates for interview with the Interview Panel will be selected.</p> </div> </div>	<p><b>From Monday 4 May</b></p>
<div style="display: flex; align-items: center;">  <div> <p><b>Hogan Assessment &amp; Reference Checks</b></p> <p>Will be carried out for shortlisted candidates. You will need to nominate referees in your application or after being advised of being successful with an upcoming interview. We do NOT contact referees without first confirming with the applicant.</p> </div> </div>	<p><b>From Thursday 7 May</b></p>
<div style="display: flex; align-items: center;">  <div> <p><b>Interviews</b></p> <p>Interviews will be held <b>in Darwin or via Microsoft Teams in May 2026</b>. If you are selected for a face-to-face interview, Council will meet the reasonable cost of travel and accommodation, with meals and refreshments excluded should you be required to travel over 200km. You will be required to submit a claim to LG Services Group with accompanying receipts.</p> <p>The appointment is subject to Council resolution in accordance with the Local Government Act 2019.</p> </div> </div>	<p><b>Mid-May TBC</b></p>

# About Council

Tiwi Islands Regional Council (TIRC) is the local government body responsible for Bathurst and Melville Islands, delivering essential services and community programs to a population of 2,747 (ABS, 2023).

Council employs over 100 staff and has a current budget of over \$15 million.

## Elected Council

Residents of each of TIRC's five wards elect representative Councillors at general elections. At the first available meeting of Council following a general election, the Councillors appoint a Mayor and Deputy Mayor. These elected representatives sit as the Tiwi Islands Regional Council.

Twelve Councillors were elected at the most recent local government general elections held in 2021.

## The Administration

The CEO works closely with the Elected Council and the Executive Team to ensure the objectives of the Strategic and all Council Plans are being met to support the functionality of the Council.

## Local Authorities

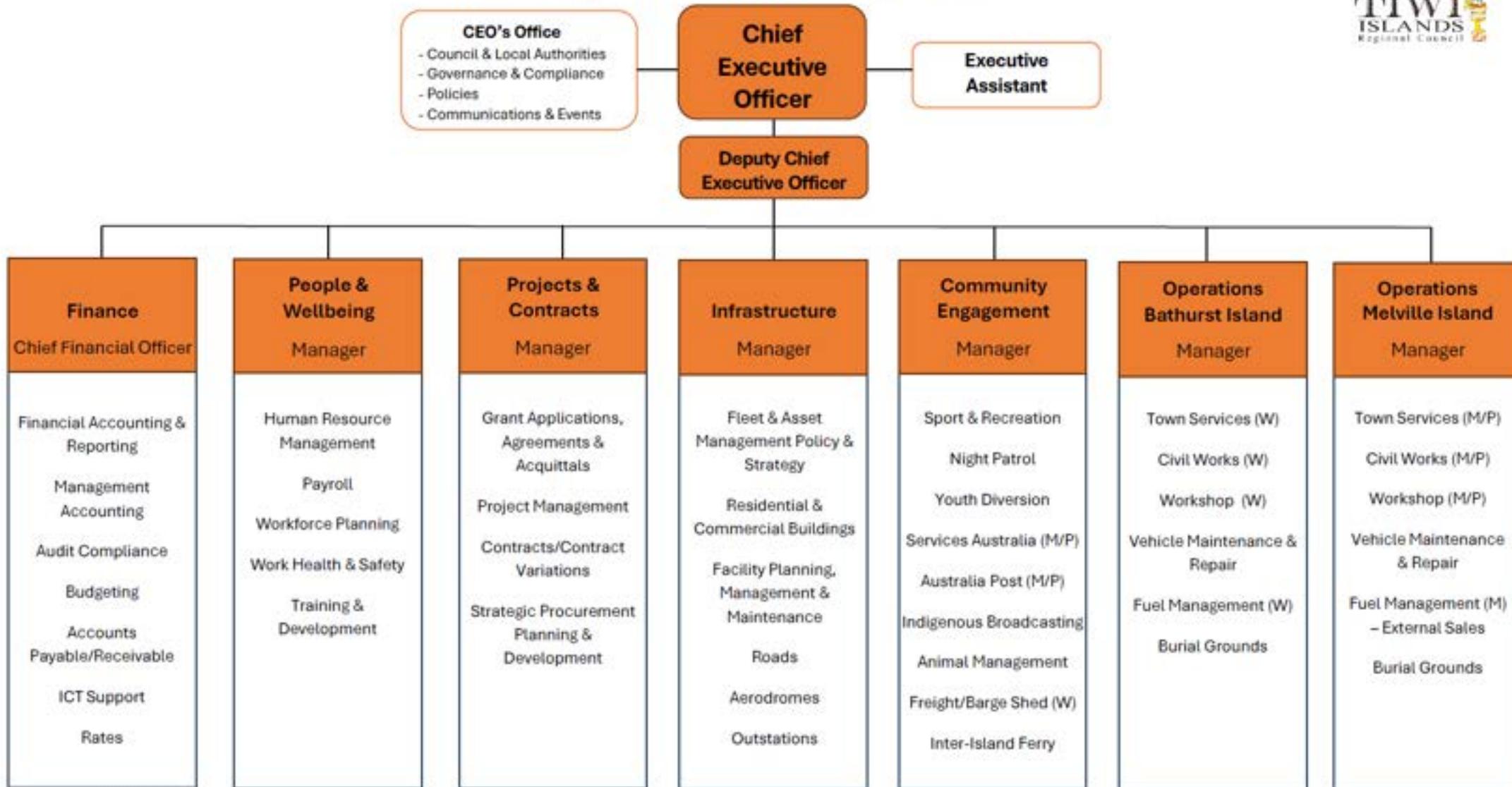
Under recent legislation, the Northern Territory Government has established Local Authorities. Local Authorities are designed to give communities more say in the long-term plans and budget for their community, provide a reference point for community members to bring up matters that are important to the community, deal with urgent issues and act as a conduit to the Regional Council.

Local Authorities will consist of elected Regional Councillors from the relevant council ward and nominated community members.

## Tiwi Islands Regional Council



# Organisational Structure

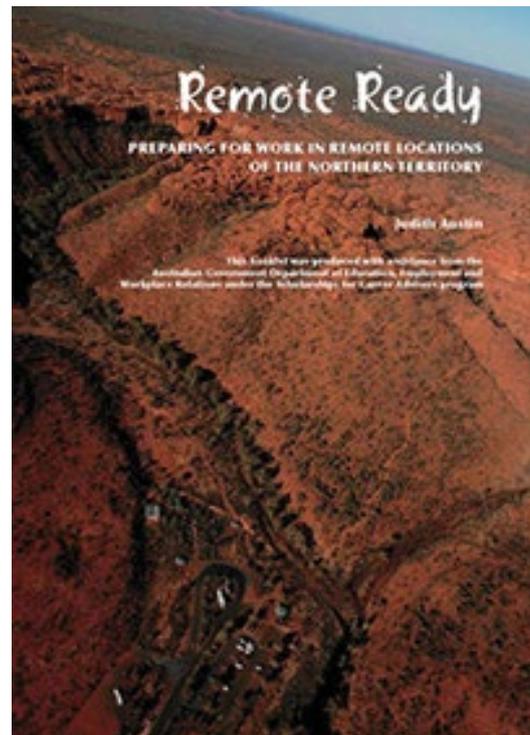


# Live and work in Tiwi Islands

TIRC is one of the largest employers in the region, delivering essential local services and community programs across the Islands. With offices in Wurrumiyanga (Bathurst Island) and Pirlangimpi and Milikapiti (Melville Island), Council plays a key role in supporting local communities every day.

This is a unique opportunity to live and work in a truly special part of Australia. If you're looking to make a real difference, be part of a close-knit community, and contribute to building strong and sustainable communities, this could be the role for you.

To learn more about living and working in remote Australia, download the Remote Ready booklet.



## Climate

The climate on the Tiwi Islands is monsoonal with heavy rains between November and April. Temperatures are warm year-round, typically ranging from 25–36°C in the wet season and 19–30°C in the dry season.





## Tiwi Islands

The Tiwi Islands are located around 80km north of Darwin in the Northern Territory and include two main islands — Bathurst and Melville — along with a number of smaller islands. The region is known for its natural beauty, strong culture, and relaxed pace of life.

They have more than a thousand kilometres of coastline and 8,344 square kilometres of land.

The Tiwi Islands are part of the Northern Territory in Australia and consist of two large, inhabited islands including Melville and Bathurst, originally called Ratuwati Yinjara (two islands), and numerous smaller uninhabited islands including Yirripurlingayi (Buchanan), Harris, Seagull, Purrapinarli (Karlsruhe), Yipinuwurra (Clift), Turiturina, Matingalia, Nodlaw, Muma (East Vernon), Warabatj (North West Vernon), Kulangana (South

West Vernon). The Vernon Islands are known collectively as Potinga.

Most of the smaller islands sit close to the Tiwi coastline. Kulangana (South West Vernon Island) is less than five kilometres from the Northern Territory mainland, and a lighthouse on East Vernon Island helps guide vessels approaching Darwin. Melville Island is the largest in the group and, at 5,788 square kilometres, is the second largest island off mainland Australia after Tasmania. Bathurst Island is the fifth largest island in the country. The two main islands are separated by the Apsley Strait, which is around 70 kilometres long and varies in width from 600 metres to 6 kilometres. The landscape is generally low and gently undulating, with most areas sitting below 50 metres above sea level.

The Tiwi Islands have a long and continuous history of ownership and connection by Tiwi people, with a population of just over 3,000, the

majority of whom are Tiwi. Tiwi people have a strong and distinct identity, seeing themselves as uniquely Tiwi. While geographically close to the mainland, their culture and history are separate, with occasional contact from visitors over many centuries. Governance is supported through the Tiwi Land Council, which plays an important role in representing and supporting the community.

The Tiwi Islands are also known for their rich culture and language. Tiwi art is highly distinctive, with stories and traditions expressed through paintings, sculptures, ceramics, textiles, prints, and jewellery. There are five art centres across the Islands that showcase and support this vibrant creative culture.



## Community and Environment

There are three main communities on the Tiwi Islands. Wurrumiyanga is the largest and is on Bathurst Island, while Milikapiti and Pirlangimpi are on Melville Island. There are also several smaller communities and outstations across the Islands. The Tiwi Islands are connected to Darwin by regular transport services. The Islands are known for their natural beauty and unique wildlife. There are many types of plants and animals here, including species that aren't found anywhere else. This includes over 1,200 native plants, as well as a wide range of birds, reptiles, frogs, and mammals. Some of these species are threatened, while others are still strong here but have declined in other parts of Australia.

The environment includes large areas of bushland, rainforest, and coastline. The coast is especially important for marine life, with nesting areas for turtles and seabirds, and feeding grounds for migratory birds. Due to its environmental value, the Tiwi Islands have been recognised as an important conservation area by the Northern Territory Government.

## Position Description

### Chief Executive Officer

<b>Position number:</b>	TBA	
<b>Directorate:</b>	Office of the Chief Executive Officer	
<b>Division:</b>		
<b>Supervisor:</b>	Council Elected Members	
<b>Classification:</b>	To be negotiated with the Mayor	
<b>Employee type:</b>	Full-time Maximum Term	<b>Hours of work: 76</b>
<b>Primary location:</b>	Wurrumiyanga, Tiwi Islands	

#### Tiwi Islands Regional Council

The Tiwi Islands are located approximately 80km north of Darwin and comprise Bathurst and Melville Islands. The region has a strong and distinctive cultural identity and is home to the Tiwi people, with more than 90% of residents identifying as Aboriginal. Tiwi culture underpins community life, governance and decision-making, within a remote and complex operating environment that requires sound judgement, resilience and consistent leadership.

Tiwi Islands Regional Council (TIRC) delivers local government services across Wurrumiyanga, Pirlangimpi, Milikapiti and surrounding outstations. Council provides a range of essential services including infrastructure, waste management, community safety, libraries, housing maintenance and community programs.

TIRC operates within the framework of the Northern Territory Local Government Act and associated regulations, and is committed to strong governance, financial sustainability and supporting community development.

#### Operating Environment

The Local Government sector exists to serve their communities through the laws, policies and programs of Local Governments and the Northern Territory Government.

The laws and policies under which all executives in the Local Government sector must perform include the Northern Territory Local Government Act, the codes of conduct and policies of the Tiwi Islands Regional Council (the Council), and all the relevant Northern Territory and federal laws, legislation, and statutes that apply to the governance of public bodies.

Executives must ensure that sound principles of human resource management are applied and known to all employees. Executives must also support Council policy priorities and are required to observe the principles of ethical behaviour, sustainability, social inclusion, equity and diversity.

## Objectives of the Position

This position is responsible for:

- Performing the role of Chief Executive Officer of the Council as prescribed under the Northern Territory Local Government Act, legislation and regulations applicable to local government in the Northern Territory
- Managing and administering the plans and business of the Council
- Ensuring the development and implementation of the Council policies and the efficient and effective operation of the organisation
- Ensuring best practice human resource management of staff
- Promotion of community development, and
- Demonstrating leadership by assisting the elected members, staff and community members through a period of significant change and development.

## Core Competencies

The core competencies expected of the Council CEO position are as follows:

### ***Leadership responsibilities***

- Promote and model behaviour consistent with continuous improvement principles and the organisation's vision and values.
- Drive strategic thinking, innovation, learning and continuous improvement throughout the organisation.

### ***Provide effective leadership towards aspirational excellence by:***

- setting clear direction;
- communicating that direction clearly and passionately;
- promoting a customer service ethos
- encouraging community participation in decision making;
- delegating with trust, integrity and encouraging staff accountability and,
- developing leadership in the organisation's people.

Promote continuous improvement activities, including service reviews, process improvement, organisation self-assessments and Enterprise Bargaining.

Regularly review the organisation structure, resourcing and business models, to maximise the organisation's efficiency and productivity.

Be conversant with current and emerging technology and promote the organisation's technology requirements to optimise efficiency.

Ensure that Departmental Managers achieve corporate and personal performance plan targets and that the Executive Leadership Team and other line management teams throughout the Council function effectively and efficiently.

Enhance the reputation and image of the Council as a leader in progressive, innovative and cost-effective local government.

Maintain personal integrity by setting personal standards that reflect ongoing professional development and pursuit of relevant opportunities to achieve excellence.

Managing and resolving issues of controversy and conflict with fairness, equity and professional judgement, making the hard decisions when required.

Exercising skill in advocacy and diplomacy with a balance of tact and determination.

Embeds ethical practices into the Council's culture and processes.

### ***Self-Awareness and Self-Management:***

- Acts with integrity by being aware of your own strengths and behaviour and self manages to have the best possible impact on the behaviour of others.
- Engages in regular critical reflection on feedback and experiences in the workplace and acts on the reflections to facilitate professional growth.
- Models and promotes appropriate social, ethical and organisational standards in all interactions.
- Values the well-being of self and others.

### **Corporate Responsibilities**

Assume overall responsibility for the organisation's operation, including customer service, process improvement, staff development, risk management and financial management.

Ensure that the Annual Municipal Plan, Budgets, Business Plans, and Capital Works Program are implemented within budget and agreed-upon time frames.

Contribute to the successful performance of the Council in meeting its annual municipal plan objectives by:

- acting as a change agent
- role modelling corporate values and behaviours
- instil a sense of justice and fairness
- lead with transparency and openness
- actively leading the Executive Leadership Team, and
- working to improve processes and relationships.

Advise the Council, actively negotiate, develop position papers, and advocate for Council and community concerns regarding critical community infrastructure.

Contribute to and ensure compliance with equal opportunity, risk management and occupational health and safety programs.

Develop effective and collaborative relationships with community groups, businesses, adjoining Councils and other government authorities and departments.

Attend Council, Executive Leadership Team and other meetings, as required. Implement action agreement items from those meetings.

Attend Council functions as required.

### ***Develops People:***

- Builds the skills of elected members through sound advisory and development strategies.
- Motivates, develops, and empowers staff to achieve quality outputs.
- Supports and contributes to the development of all stakeholders of the Council.
- Takes an active role in managing the Council's relationship and interactions with groups in the community to support building community capacity.
- Creates a work environment where people are encouraged to develop their potential.
- Fosters a collaborative work environment and establishes mutual trust and respect.
- Actively dealing with underperforming staff and/or teams.

### ***Manage Resources and Risks:***

- Ensures that human and physical resources, including financial, technological, and information requirements, are available and effectively, efficiently, and ethically used to

meet strategic and operational service delivery needs.

- Negotiates effectively to obtain resources to achieve outcomes.
- Ensures the Council is compliant with all Acts, laws, regulations and policies.
- Implements the Council's risk management policies to address strategic, operational and legislative compliance risks.
- Integrating risk management into the business planning process.

***Promotes and Achieves Quality Outcomes:***

- Establishes organisational structures, business plans and procedures that support the Council in delivering quality services and strategies.
- Ensures high standards of work practice and customer service standards are embedded in the organisation.
- Promotes and monitors standards and continuous improvement.
- Evaluates the outcomes achieved against set standards and implements improvements.

**External Relationships**

- Develop productive relationships with relevant Ministers, local Members of Parliament, government departments and agencies, media and key community groups, and industries to maximise funding and investment opportunities.
- Strong communication and negotiation skills in liaising with government and industries.
- Enhance the Council's image through active promotion of its achievements and positive involvement at relevant regional, territory, and national forums.
- Role model effective communication with the community, including key groups representing the community.
- Facilitate community input to decision-making processes through informed public debate and consultation.

**Financial Sustainability**

- Integrate strategic and financial plans to enable the Council to set realistic long-term targets within the constraints and opportunities of the external environment.
- Maintain forward-looking financial plans (10-year long-term financial strategy).
- Identify and implement with the Council's approval new sources of funding and revenue-generating activities to diversify the Council's revenue streams.
- Monitor and report on the Council's short- and long-term financial position to shareholders (residents).
- Ensure the implementation of the Council's asset management strategy, including detailed asset management plans for all asset types.

**Economic Sustainability**

- Facilitate strong economic development opportunities across the region.
- Actively promote the Council's key opportunities for investment and development within the constraints of the Council's policies.
- Encourage initiatives likely to increase short and long-term employment opportunities in the Region.

## **Selection Criteria**

Competency Requirements (all requirements are essential unless otherwise stated).

### ***Leadership***

- Proven leadership at the Chief Executive Officer or senior executive level, with the ability to understand and implement legislation impacting Local Government.
- High-level strategic planning skills and corporate governance skills.
- Delegation skills to ensure the achievement of outcomes, accountability of management and staff, and the development of employees' abilities.
- Understanding of the application of contemporary human resource management principles.

### ***Policy Implementation***

- Good knowledge of public policy issues as they impact local government.
- Experience in developing and implementing policy relevant to the business of local government.
- An understanding of the Northern Territory Local Government Act.

### ***Governance and Compliance***

- Demonstrated capacity to administer the Local Government Act and associated legislation in the field of local government.
- Ability to support the Council in making the most informed decisions on behalf of their constituents.
- Knowledge of statutory, legal and contractual obligations.

### ***Financial Results***

- Extensive experience in financial management, including the development of long-term financial plans.

### ***Community Development***

- Demonstrated ability to apply knowledge of sustainability and its application of the economic, social and environmental principles at an organisational level.
- Considerable experience in dealing with the public and special interest groups.
- An understanding of rural culture and the ability to work with people at all levels.

### ***General Management Competencies***

- Excellent interpersonal and communication skills.
- Excellent decision-making skills and an analytical approach to problem solving.

### ***Qualifications and/or Experience***

- A degree or equivalent in a relevant tertiary Management, Business and/or Public Sector Administration discipline or comparable work experience is expected for this position.

## **Extent of Authority**

All authority vested in a Chief Executive Officer under the Local Government Act, associated Regulations and By-Laws, and other relevant Acts and Council delegations.



Once you have reviewed the information pack, and if you believe your skills align with what Council is seeking, please phone:

**John Oberhardt**  
P. 0411 869 110  
E. [john@lgsg.au](mailto:john@lgsg.au)  
[www.lgsg.au](http://www.lgsg.au)

Prospective candidates must not contact Council unless to seek information that is readily available to members of the public.