

# APPLICATION PACKAGE

## Chief Executive Officer

*Be the driving force behind Quairading's  
future and community success*



Applications close Thursday 25<sup>th</sup> September 2025

## INTRODUCTION FROM THE SHIRE PRESIDENT

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Thank you for your interest in the CEO's position.

Quairading is a progressive and passionate community with a vision for a positive future.

The Shire is ideally located in the Central Wheatbelt Region less than 2 hours from the Perth Metro area and has a proud history and a strong agricultural industry.

The town is well serviced with retail, medical facilities, a District High School and childcare facilities. There is a host of sporting and recreational facilities and many clubs to participate in.

This vacancy presents an outstanding opportunity for a new CEO to work closely with energetic and committed Elected Members and skilled staff to deliver a wide range of services and to plan and deliver many exciting capital projects into the future.

Council is seeking an experienced community leader who is able to provide sound advice to Council while also having both a strategic and operational focus for the organisation.

The successful applicant will have excellent communication and community engagement skills and be willing to become part of our vibrant community.

Council looks forward to your application.

***Cr Trevor Stacey***



# APPLICANT INFORMATION

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This document has been prepared to assist you in understanding the application process and to support you in preparing a written application that addresses the key requirements of the role. It also provides guidance to help the selection panel fairly and consistently assess all applications.

## Applications

To ensure your application can be properly assessed, it should include a covering letter, a written response to the selection criteria and a current resume.

It is essential that the information you provide is clear, concise, and directly relevant, enabling the selection panel to effectively assess your application. Applicants who best demonstrate that they meet the competency requirements and present a strong alignment with the role will be shortlisted for interview. This decision will be based solely on the information contained in your written application.

**To enable a valid assessment of your application, it must include the following information –**

- **Covering Letter**

Provide a 1–2 page letter introducing yourself and explaining your interest in the position.

- **Selection Criteria Responses**

Addressing the selection criteria is a critical component of your application. To be considered for shortlisting, you must respond to all essential criteria. While there is no prescribed format, your responses should be clear, concise, and directly aligned to each criterion to assist the selection panel in assessing your suitability.

This is your opportunity to demonstrate how your skills, experience, and qualifications match the requirements of the role. As not all applicants will be invited to interview, the shortlisting process will focus on those who best meet the selection criteria.

- **Resume**

Your Resume / Curriculum Vitae should include the following details –

- Personal Details - Name, address, and mobile number.
- Your education, training, and academic qualifications.
- Your work history including employment dates and details of the duties, performance, and your achievements.
- Any activities you have undertaken outside of work, which you consider are relevant to the position.

- **Other Documents (optional)**

Submit copies of supporting documents rather than originals to prevent loss or damage. The successful applicant must provide evidence of all claimed qualifications before starting employment.

- **Referees**

Applicants must include the names and contact details of at least two referees in their application. Ideally, referees should be direct supervisors or managers who can speak to your day-to-day performance. Referees will only be contacted with the applicant's prior consent.

- **Submitting Your Application**

Applications will be accepted until 4.00pm, Thursday 25<sup>th</sup> September 2025, and should be marked “Confidential – Shire of Quairading CEO Position” emailed to [darren@150Square.com.au](mailto:darren@150Square.com.au)

- **Interviews**

Interviews will be conducted by the CEO Selection Panel, face to face in Quairading. However, if this is not possible an interview may be conducted by video link.

The final decision on this position will be made by Council.

### **Background Checks**

The preferred applicant will need to produce and / or undergo –

- A national police clearance,
- Hold a current national “C” class driver’s licence,
- Proof of qualifications claimed to be held, and
- Medical examination.

### **Late Applications**

In fairness to all applicants, late applications cannot be received.

### **Equal Opportunity**

Council maintains an equal opportunity policy in assessing all applications for any advertised position and provides a smoke free work environment.

### **Further Enquiries**

For more information, please contact Darren Mollenoyux, Associate Consultant - 150Square at [darren@150square.com.au](mailto:darren@150square.com.au) or 0473 804 585.



## Shire of Quairading Vision Statement

*“Our Shire is a place of welcome for all, where we work together, with thriving industry creating jobs, a bright future for our young people, and a bustling town in a beautiful and productive rural setting.”*

## Shire of Quairading Organisational Values

### **Support**

We have care for our colleagues and community. We treat each other with respect, maintain professionalism and acknowledge contributions.

### **Teamwork**

We work as a team and not as individuals. We are reliable and dedicated, we collaborate and contribute towards common goals.

### **Open Communication**

We are clear in our information and directions, we listen to others’ ideas and concerns, we are honest and provide constructive feedback.

### **Accountable**

We take pride in our work and responsibility for our mistakes, promoting a strong work ethic. We celebrate successes and learn from failures.

### **Inclusive**

We embrace diverse perspectives, experiences and identities, creating an encouraging environment with a focus on safety and wellbeing, where all individuals have the opportunity to thrive.

## **Council**

The Council is comprised of seven Councillors with 4-year terms. Half of the Councillors’ terms expire every 2 years with biennial elections held in October.

Council meets monthly on the last Thursday of the month, commencing at 2.00pm. At the conclusion of the Ordinary Council Meeting Council and senior management conduct a Concept Forum for current and emerging issues to be presented for Councillors information. Council has 1 main Standing Committee being the Audit & Risk Committee. All 7 Councillors are appointed to the A&R Committee which meets 4 times per Year. Council has a number of advisory / working groups and appoints Council delegates to various community groups and committees.

Council is a member of the Central Country Zone of WALGA, Member of the Wheatbelt South Regional Road Group and a Member of Roe Tourism Association.

## **Council’s Executive Management Team**

The EMT is comprised of the CEO, the 3 Executive Managers, being Corporates Services, Works & Services, Community & Economic Development, and the Manager of Governance. Currently the Executive Management Team meets weekly to track progress against budgets and strategic plans.

## **Council Staff**

Council employs a total of 28 FTE’s, 37 persons across full time, part time and casual positions.

## **Promotional Information**

Please click on the following link or copy and paste into your browser.

[Home » Shire of Quairading](#)



## Chief Executive Officer

### **Be the driving force behind Quairading's future and community success**

The Shire of Quairading is seeking a collaborative and community-focused Chief Executive Officer to champion local priorities, provide strong and engaged leadership, and make a lasting contribution to our regional community.

Nestled in Western Australia's Central Wheatbelt, less than two hours from Perth, Quairading is a vibrant rural community. The region's economy is built on broadacre farming — including cereal and grain production and livestock — and is supported by a well-established rural services sector. The town offers a welcoming and inclusive lifestyle, with essential services including a District High School, Hospital, Early Learning Centre, sporting facilities, and active community groups.

This is a fantastic opportunity to lead in a Shire known for its strong community spirit, agricultural backbone, and commitment to delivering results for its residents. Council is seeking a suitably qualified and experienced executive to guide the organisation into its next chapter, overseeing statutory responsibilities and delivering on strategic priorities. You'll work alongside a supportive Council and dedicated team, bringing a resilient and inclusive leadership style, strong interpersonal skills, and the ability to build trusted relationships across the organisation and community. Experience in strategic planning, financial management, project delivery, and attracting external funding will be highly regarded.

Employment will be offered on a performance-based contract for a term of three to five years, with a total remuneration package to be negotiated between \$163,051 and \$250,012, in accordance with SAT Band 4. The package will reflect the candidate's qualifications and experience and will include a base salary, superannuation, allowances, private use of a motor vehicle, and executive housing. Eligible relocation expenses will also be considered.

Applicants must address the selection criteria contained in the information package, available at [www.quairading.wa.gov.au](http://www.quairading.wa.gov.au) or by emailing [darren@150square.com.au](mailto:darren@150square.com.au). For further information, please contact Darren Mollenoyux [darren@150square.com.au](mailto:darren@150square.com.au) or 0473 804 585. Canvassing of Councillors will disqualify applicants.

Applications will be accepted until 4.00pm, Thursday 25<sup>th</sup> September 2025, and should be marked "Confidential – Shire of Quairading CEO Position" emailed to [darren@150square.com.au](mailto:darren@150square.com.au).

Cr Trevor Stacey  
Shire President

## POSITION DESCRIPTION

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### POSITION DESCRIPTION

## CHIEF EXECUTIVE OFFICER

### 1. ORGANISATIONAL RELATIONSHIPS

#### 1.1 Responsible to: -

The President and Council of the Shire of Quairading.

#### 1.2 Supervision of: -

All staff through delegation to relevant Executive Managers and Professional staff.

#### 1.3 Internal and External Liaison: -

##### Internal

Shire President and Councillors

Council Committees and Working Groups

Executive Managers

All Other Staff

##### External

Community, Ratepayers, Public

Business Community

Sporting Groups & Community Groups

Federal & State Governments Departments and Agencies

Local Governments

WA Local Government Association and Central Country Zone

Regional Organisations and Partnerships

Media

Primary contractors and suppliers

### 2. EXTENT OF AUTHORITY

- All authority vested in a Chief Executive Officer under the Western Australian Local Government Act (1995) and associated Regulations, Local-Laws and all other relevant Acts of State and Federal Parliaments.
- Delegations conferred on the CEO by Council.

### 3. POSITION OBJECTIVES

- To implement the strategic goals and objectives of Council.
- To ensure that Council receives professional and timely advice and support on all matters relating to the operation of the Shire of Quairading and achievement of its goals.
- To ensure that the organisation maintains full Compliance with all relevant legislation.
- To provide overall leadership and direction for the administration of the Shire of Quairading and to provide the primary link through communications and consultation between Council and Staff.
- To ensure the organisation maintains a positive relationship and image with the Quairading Community and the broader Community.
- Ensure that delegations are exercised within statutory requirements, Council's Policies and strategic objectives.
- Develop and maintain a corporate approach within the Executive Management Team towards achieving the sound strategic financial management of the local government.
- Development and implementation of strategic documents, including informing strategies for the Corporate Business Plan and the Long Term Financial Plan.

### 4. KEY DUTIES / RESPONSIBILITIES

- Responsible for the day to day operation of the local government.
- Provide Council with professional and timely information and advice on relevant statutory and legal requirements.
- In consultation with Council, promote and implement strategic and service delivery plans for the Shire.
- Ensure reports and recommendations submitted to Council are well written and based on sound judgment and include appropriate recommendations and options.
- Administer the legal, statutory and election process of the Council's operations and be the chief adviser to Council on these matters to ensure Council is operating within the statutes and all legal requirements are met.
- Represent the Shire's interests, policies, and needs at regional, state, and federal levels to secure support and resources.
- Co-ordinate, in conjunction with the Executive Management Team, the fiscal and operational management of the Shire to reflect Council's aims and objectives.
- Oversee preparation of the Annual Budget and monitor the performance to Budget throughout the year.
- Oversee the preparation of the Annual Financial Statement and liaise with the Office of the Auditor General.
- Manage the preparation, review and enforcement of Council's statutes, policies and local laws including review of Council policies and Delegations of Authority.
- Manage the Human Resources function to ensure the supervision and management of all Staff are in accordance with the corporate business objectives.
- Promote a staff training program that will improve staff skills across the organisation to assist staff in focusing on service delivery to the Community.
- Ensure the development and maintenance of sound communications and good relationships between the Shire, Government agencies and the Community at large.

## 5. COMPETENCY REQUIREMENTS

**Note - all requirements are essential unless otherwise stated.**

### LEADERSHIP

- Proven leadership experience at the Chief Executive Officer/General Manager/Senior Professional level.
- High level Strategic Planning skills and knowledge of corporate management.
- Delegation skills to ensure the achievement of outcomes, accountability of management, staff and the development of employees' abilities.
- Demonstrated capacity to administer contemporary human resource management.
- Proven leadership experience with the Planning and Delivery of Major Capital Projects.
- Excellent interpersonal and communication skills focusing on maintaining good relationships with all stakeholders.

### POLICY IMPLEMENTATION

- Comprehensive knowledge of public policy issues as they impact on Local Government. *(Desirable)*
- Demonstrated knowledge of local government Local Laws and Policy Procedures. *(Desirable)*

### GOVERNANCE AND COMPLIANCE

- Demonstrated strong working relationship with Councils/Board of Management.
- Demonstrated capacity to administer the provisions of the Local Government Act (1995) and associated Legislation relevant to the Local Government sector.
- Proven provision of professional, comprehensive and timely advice to support Council in making informed decisions on behalf of constituents.
- Proven sound knowledge of statutory, legal and contractual obligations of local government. *(Desirable)*

### FINANCIAL MANAGEMENT

- Extensive experience in the area of financial management.
- Demonstrated experience in overseeing the development and implementation of Financial Plans, Asset Management Plans and Annual Budgets.
- Demonstrated experience in ensuring the effective and efficient application of relevant accounting standards and legislative requirements with regard to accounting activities and reporting.

### COMMUNITY DEVELOPMENT

- Demonstrated experience in encouraging, promoting and facilitating tourism and economic development and fostering investment opportunities.
- Demonstrated experience in engaging with community members, organisations and stakeholders.
- Demonstrated history of building and maintaining positive strategic relationships with the community.
- Appreciation of the culture and heritage of the Shire and how it integrates with planning and policy.
- Demonstrated experience in engagement and service delivery in indigenous communities *(Desirable)*.

## STRATEGIC THINKING

- Ability to identify, explore and seize opportunities that are aligned to Council's Strategic Plan.
- Demonstrated experience in developing and maintaining strategic relationships and partnerships with key government and non-government agencies, businesses, organisations and the community.
- Ability to articulate the community's vision and interests in a committed and influential manner.
- Well-developed problem solving skills.
- Demonstrated understanding of issues facing Regional and Rural Communities.

## GENERAL MANAGEMENT

- Excellent interpersonal and communication skills focusing on maintaining good political astuteness, networking relationships with all stakeholders.
- A developed understanding of outside works in local government, including road construction and maintenance, parks and gardens and waste management. (Desirable)
- Proven Time Management Skills.

## QUALIFICATIONS

- Tertiary qualifications in relevant Management, Business and/or Public Sector Administration discipline or experience that is accepted as comparable.

Note: Employment is subject to relevant National Police Certificate, validation of qualifications, medical assessment and reference checks.

## 6. WORKING CONDITIONS/OHS CONSIDERATIONS

**Occupational Safety and Health** – comply with the Shire's OSH Policy and other Shire OSH policies and procedures. Ensure that the Shire's OSH Management Systems are implemented and maintained. Ensure by adopting a pro-active approach and in accordance with *Local Government Act 1995* s5.40 and s5.41 employees are provided with safe and healthy working conditions in accordance with the *Workplace Health & Safety Act 2020*.

## 7. OTHER RELEVANT FACTORS OR REQUIREMENTS

A Pre-Employment Examination and current National Police Clearance Certificate will be required by the successful applicant. (Pre-Employment Medical Examination at Shire's Cost).

It is advised that no formal offer can be made until your satisfactory completion of this employment condition.

## 8. COMMENTS

All employees are required to sign a declaration that they have read Council's Code of Conduct for Employees prior to the commencement of work or any reviews. This signed document will be placed on each employee's Personnel file as evidence of the fact that they have read and understood the requirements of the position and Council.

## 9. SELECTION CRITERIA

- 9.1 High level Strategic Planning skills and knowledge of corporate management.
- 9.2 Proven leadership experience with the Planning and Delivery of Major Capital Projects.
- 9.3 Demonstrated strong working relationship with Councils/Board of Management.
- 9.4 Demonstrated capacity to administer the provisions of the Local Government Act (1995) and associated Legislation relevant to the Local Government sector.
- 9.5 Demonstrated experience in overseeing the development and implementation of Financial Plans, Asset Management Plans and Annual Budgets.
- 9.6 Demonstrated experience in developing and maintaining strategic relationships and partnerships with key government and non-government agencies, businesses, organisations and the community.
- 9.7 Proven ability to foster and maintain strong relationships with regional partners to ensure effective collaboration on projects that deliver benefits to Quairading and the surrounding region.
- 9.8 Demonstrated understanding of issues facing Regional and Rural Communities.
- 9.9 Demonstrated ability to secure competitive funding.
- 9.10 Tertiary qualifications in relevant Management, Business and/or Public Sector Administration discipline or experience that is accepted as comparable.

## KEY PERFORMANCE INDICATORS (KPI)

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In accordance with the relevant provisions of the Local Government Act 1995, the draft contract of employment contains an indicative list of key results areas for the Chief Executive Officer.

Council will require its new CEO to participate in a workshop with Elected Members within the first two months of employment with the Shire of Quairading, in order to review strategic directions and finalise the CEO's performance criteria.

The first annual appraisal will occur before the completion of twelve month's employment, and annually thereafter, again in accordance with the Act.

# REMUNERATION / CONTRACT DETAILS

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All remuneration details are in accordance with Band 4 of the 2025 Local Government Chief Executive Officers Determination by the Salaries and Allowances Tribunal effective from 1<sup>st</sup> July 2025.

## Remuneration Package Information

- The position is offered under fixed-term contract for 3 (three) to 5 (years).
- A competitive salary will be negotiated with the successful candidate. As a guide, the cash component is expected to range between **\$155,000** and **\$170,000** per annum, with the total remuneration package to fall within **\$163,051** to **\$250,012**, in line with the 2025 SAT Band 4 Determination.

## Superannuation

Employees have the choice to nominate a compliant superannuation fund of their choice or the WA Local Government Superannuation Plan.

### a. Superannuation Guarantee

Council currently contributes 12% of salary, to be paid to a compliant fund of your choice.

### b. Superannuation Salary Sacrifice (optional)

Council offers to match up to 4% salary sacrificing of Superannuation by eligible employees.

## Probationary Period

A three (3) month probationary period will be applicable. Upon successful completion of this period, permanency will be confirmed by the Council.

## Hours of Work

As the Chief Executive Officer of the Shire of Quairading, flexibility is required, and additional hours will be needed at times to achieve objectives and attend meetings, and this is reflected in the compensation for the position.

## Vehicle Private-Use

Council will provide a fully maintained executive motor vehicle that is available for business and private use within Western Australia, except during Long Service Leave or unpaid leave. The current vehicle is a 2024 Mazda CX5.

## Housing

The Local Government will provide accommodation at a Shire-owned modern 4-bedroom brick and tile residence. This accommodation is provided rent-free to the CEO, with an annual rental value of \$26,000.

## Utilities

The council will cover the cost of all utilities up to a value of \$4,000 per annum. The CEO will be responsible for payment of power and gas charges and any water consumption and charges over and above that amount.

## Pre-Employment Medical

The successful applicant must complete pre-employment medical, drug, and alcohol testing. The Shire of Quairading will cover costs, and existing medical conditions will not preclude an appointment.

## Professional Development

The council will negotiate up to \$3,500 of professional development for the successful applicant.

**Professional Membership**

The Council will pay up to \$700 for professional membership with LG Professionals WA.

**Uniform Allowance**

The Council will provide up to \$600 per annum for uniform / professional clothing, upon provision of proof of receipts.

**Other Benefits**

As negotiated, including although not limited to, -

- Access to the Quairading Gym
- Access to the Quairading Aquatic Centre

**Annual Leave**

Five weeks' annual leave is provided (no Leave loading is provided as this is already included in the remuneration package).

**Long Service Leave**

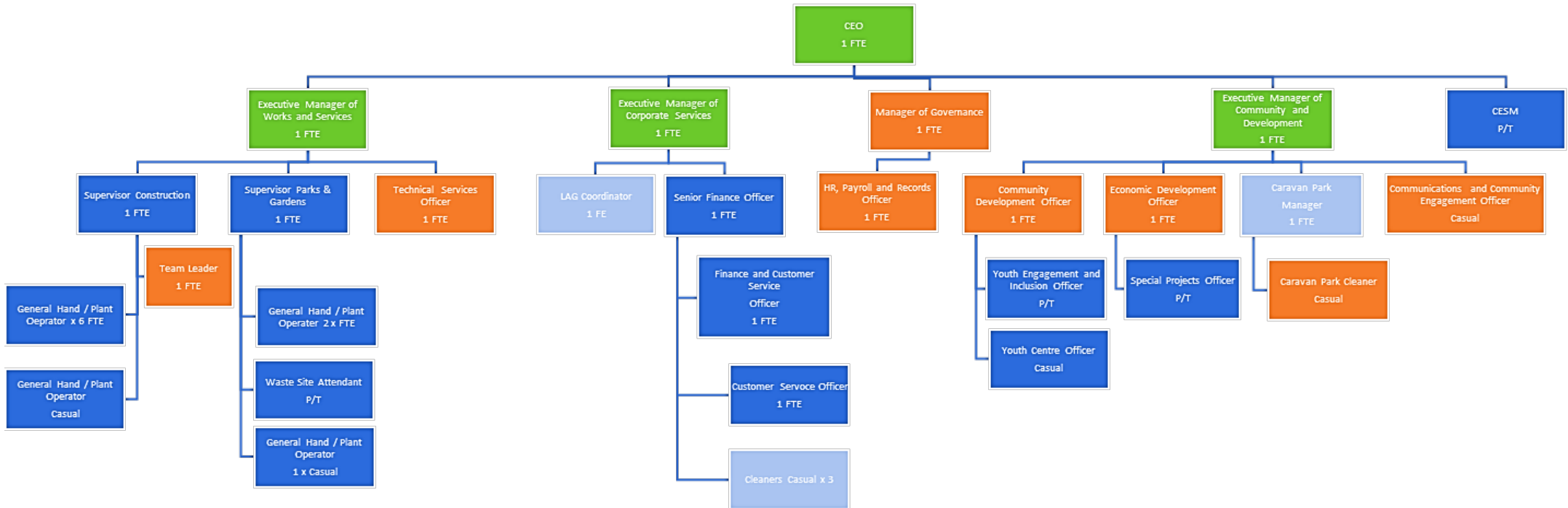
As per the Local Government (Long Service Leave) Regulations 2024 – thirteen (13) weeks of leave for every ten (10) years of reckonable service.

**Relocation Expenses**

The council may negotiate relocation expenses up to \$5,000, with proof of removal costs, to be paid at the successful completion of the probation period. Noting that should the successful candidate not complete a minimum of 12 months service the relocation expenses are to be reimbursed back to Council.



# ORGANISATIONAL STRUCTURE



# APPLICANT DECLARATION

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## APPLICANT DECLARATION

**Position:** Chief Executive Officer  
**Local Government:** Shire of Quairading

It is a requirement that all applicants for the position of Chief Executive Officer at the Shire of Quairading complete the following declaration:

- 1) I confirm that the information provided in my application and supporting documents is complete, accurate, and correct to the best of my knowledge at the time of submission.
- 2) I understand that it is my responsibility to advise the Shire of Quairading, or its nominated representative, should any details provided become inaccurate or materially change during the recruitment process.
- 3) I acknowledge that the Shire of Quairading may undertake verification of the information provided in this application, including reference and background checks, as necessary to assess my suitability for the role.
- 4) I accept that providing false or misleading information may result in disqualification from this recruitment process or termination of any subsequent appointment.
- 5) I understand that any personal or background information obtained for the purpose of this application will be treated confidentially and used solely in relation to the assessment of my application by the selection panel.
- 6) I authorise the Shire of Quairading, or its appointed representative, to contact any relevant person or organisation to verify my qualifications, experience, and other relevant matters as part of the selection process.
- 7) I further acknowledge that the provision of any false or misleading information may result in the rejection of my application and may constitute a breach of Regulation 18E of the *Local Government (Administration) Regulations 1996*.

Applicant's Name: \_\_\_\_\_

Applicant's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# GENERAL INFORMATION ABOUT THE SHIRE OF QUAIRADING



## Introduction

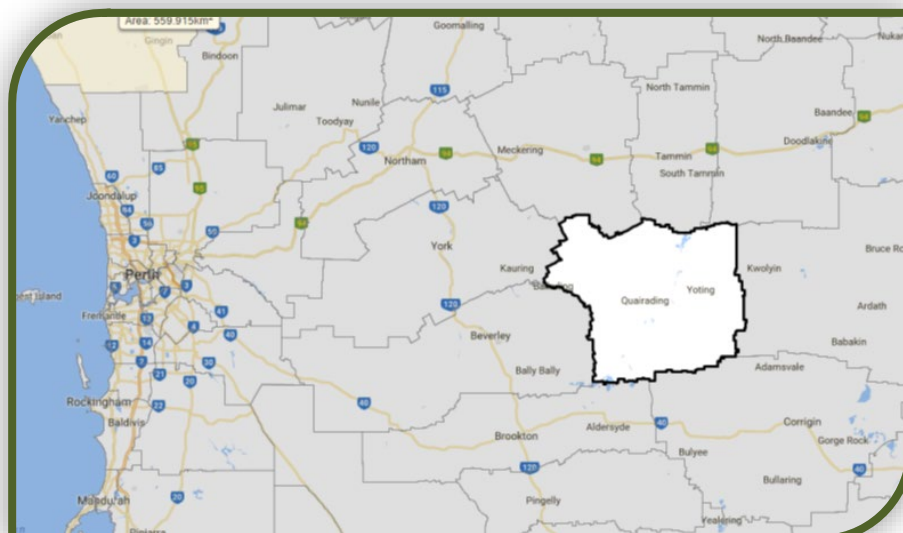
The first local government body to be responsible for the present Shire's area was the Beverley Road District in 1892. This was followed by the Greenhills Road District in 1909, Avon Road District 1913, Quairading Road Board 1922 and then finally the Quairading Shire Council was formed in 1960.

Quairading established in 1907, is a beautiful town nestled in the Central Wheatbelt of Western Australia, just 167km east of Perth via York on the York- Merredin Road.

The Shire's main localities are Quairading, Pantapin, Yoting, Badjaling, Danging, South Caroling, Balkuling, Doodenanning, and Wamenusking. Occupying a land area of approximately 2040 km<sup>2</sup>, the Shire borders eight other Local Governments consisting of the Shires of Beverley, Brookton, Bruce Rock, Corrigin, Cunderdin, Kellerberrin, Tammin and York.

Quairading is a farming community, producing cereal and grain crops (wheat, barley and canola), forestry (sandalwood), wool, sheep and cattle, supported by rural service industries. The community provides a variety of volunteer-run cultural, sporting and social activities.

Improvements in technology and farming methods have resulted in a steady increase in production over the years and today Quairading is a very attractive and safe area in which to farm. Quairading also boasts many quality facilities and amenities to suit individuals, families and retirees.



## Community Demographics



Population: 961 (Census 2021)



Median Age: 54yrs (up from 48yrs in 2011)



208 Families  
(down from 296 in 2011)



7.7% Aboriginal



\$1,129 median weekly household income



62.7% employed F/T  
29.3% employed P/T



Mainindustry: Agriculture



1 District High School



1 Hospital



24.5% of population volunteer

## Community Services

The Quairading community is rich, thriving and accepting with a wide variety of active clubs, groups and organisations. Art, culture, sport and recreation are all valued highly by Quairading locals and admired by many.

Our council, local community and business leaders work hard to provide Quairading with as many services and facilities as possible and ensure they remain viable in order to create provisions for the Quairading community for years to come.

We have a number of dedicated and friendly volunteer groups doing everything from staffing the Volunteer Fire Brigade and St John Ambulance, to coordinating a Community Car service and Meals on Wheels and serving as committee members for local not-for-profit organisations.



## Shopping / Services

Quairading proudly offers a diverse range of shops, including a Foodworks supermarket, post office, giftware shops, café, hotel, fuel station, Westpac Bank, mechanic, Community Resource Centre, hardware store, tyre dealership, chiropractor, hairdresser, and various local trades such as plumbers, electricians and builders.

## Sport & Recreation

Sport and recreation plays a large part in the lifestyle of many Quairading locals with much of our community spirit being felt in weekend sports and recreation clubs. Most sports operate seasonally at various sporting facilities in and around town including:

- Greater Sports Ground (Football, Hockey, Cricket, Tennis, Basketball, Netball & Passive Recreation)
- 18 Hole Golf Course
- Town Hall (Community Theatre, Events, Badminton, Seniors Fitness & Dance Classes and more)
- Community Resource Centre and Arts Centre
- Community Gym
- Aquatic Centre

## Medical

- Quairading Medical Practice - Full GP Services are provided for the Medical Practice
- Quairading Health Service (including 24hr Emergency Department)
- Clinicare Pharmacy Quairading

## Education and Youth

Quairading is a great place to raise a family with excellent education offerings including:

- Quairading District High School
- Child Care - REED Quairading (Little Rainmakers Child Care)
- Quairading Playgroup for 0-4 yr olds meet (along with their parents/carers) each Monday morning
- Quairading Toy Library
- Quairading Youth Centre

## Tourism and Attractions

The Quairading Caravan Park offers powered and unpowered sites, modern amenities, pet-friendly options, and a range of comfortable self-contained cabins and single rooms, all within a welcoming and well-maintained setting ideal for travellers and visitors.

The primary appeal of the town lies in the attractions - huge granite outcrops (Mount Stirling & Nookaminnie Rock), Pink Lake, nature bushwalks and the spectacular Kokerbin Rock is a short drive East of Town and is just on the border with the Shire of Bruce Rock.

Toapin Weir located 7kms from Town, is an early example of a reticulated water system from a rock catchment being used for farm properties and was completed in 1912. Today the Weir is on the State Heritage Register is used as a Free Camping Area and a great spot for a picnic and a walk.



Pink Lake is regarded as the local phenomena. It is located 11 kilometres east of Town on the road to Bruce Rock and at certain times of the year the North side of the lake is a distinctive pink colour while the South side remains blue. Summer evaporation causes the water level to drop and salt builds up on the old trees and fence posts. When the water returns, the salt causes the pink colour.

## History

The Shire's name, Quairading, is derived from the Aboriginal word 'Kwirading' meaning the home of a small bush kangaroo.

In the beginning, nomadic Aboriginals roamed the Dangin area, which provided good hunting grounds and waterholes. At times there were six to eight hundred Aboriginals camped near Dangin Springs - the only water supply for miles around. The name 'Dangin' is Aboriginal for the needle bush which grows in profusion in the area. In 1863 Mr Stephen Stanley Parker took up a selection on Dangin Springs although farming didn't commence there until 1859 when his son Edward Read Parker moved to the area. Stephen Parker owned Crown Grant land in York and went on to become one of the wealthiest pastoralists in the Avon Valley region.

The farming property, called 'Dangin Parker Estate' was further expanded by Edward's son, Jonah Smith Wells Parker when he acquired an additional 16,000 acres making it one of the largest farming properties in Western Australia at the time. In addition to experimenting with wool, mutton, pigs and sandalwood production, Jonah Parker pioneered the production of eucalyptus oil in 1882.

In the early 1900's, the Government opened up new areas of land to accommodate those men looking for work and somewhere to settle permanently. Quairading was one such area, and during the period from 1903 to 1908, many new settlers moved into the area and commenced clearing the land. Settlers were given a homestead block of 160 acres free of charge, on the condition they lived on it and improved it over a period of seven years.

The town of Quairading was officially gazetted on 7th August 1907 and a railway extension from Greenhills to Quairading was built in 1908 with Quairading at the terminus. A small settlement sprang up. By 1909 there was a hotel, general store, blacksmith, baker, carpenter and two banks. The Quairading district quickly went ahead, and by 1950 there was very little farming land which had not been cleared and brought into production. The small community at Dangin was eventually disbanded in favour of one central settlement at Quairading. Dangin's status as a 'dry' town also led to its demise as people were drawn to the licensed hotel at Quairading.

