



Position Description – Planning Enforcement Officer

Position:	Planning Enforcement Officer
Band:	6
Position Number:	10044
Business Unit:	Community Compliance
Directorate:	Planning and Development

Name of Occupant	Vacant
Date Approved	20 November 2019
Approved By	Director Planning and Development

Position Objective

To enhance the amenity and safety of our community and promote compliance of the built environment of Baw Baw Shire by:

- ensuring compliance with the Planning Scheme and Planning Permit requirements and conditions;
- reviewing policies and procedures relating to the enforcement of the Baw Baw Planning Scheme; and
- providing guidance and training for Community Compliance Officers and support staff on planning and investigation techniques.

Key Responsibility Areas

The following are the key responsibility areas for the position:

Building and Planning Enforcement

- Undertake investigations in relation to building and planning enforcement matters.
- Obtain and prepare evidence to support all enforcement actions undertaken, including preparing interviews, statements and reports.
- Prepare and present cases for enforcement action on behalf of Council at the Victorian Civil and Administrative Tribunal and in the Magistrates' Court.
- Prepare draft reports with appropriate recommendations for consideration by management.

- Review policies and procedures relating to the enforcement of the Baw Baw Planning Scheme and the *Planning and Environment Act 1987*.
- Provide guidance and training for Community Compliance Officers and support staff on planning and investigation techniques.
- Advise and educate property owners and occupiers of their obligations under the provisions of legislation, the planning scheme and planning permits
- All other duties and additional tasks as directed, within the skills and abilities of a position at this level.
- Perform Planning Enforcement investigations after hours, including on weekends when rostered and as required.

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Organisational Relationships

Reports to:	Coordinator Compliance
Supervises:	Nil
Internal Liaisons:	All Staff & Councillors
External Liaisons:	Baw Baw residents, general public, Victoria Police, CFA, community groups, government agencies, courts, schools, builders, contractors and local businesses

Commitment to Culture

Baw Baw Shire Council is committed to creating a culture first environment that actively promotes and demonstrates above the line behaviours.

We will strive to be:

Optimistic - about our organisation's future and our ability to deliver quality services and projects to benefit our community.

Pragmatic - by resolving issues and making the best possible use of our time, effort and resources.

Respectful - of ourselves, our Council and of the diverse views and perspectives of our community.

Supportive - by valuing our team members, empowering them to be successful in their roles and investing in their growth and development.

Authentic - by undertaking our work in an open, honest and transparent manner.

Commitment to Safety

Baw Baw Shire Council has made a committed to increasing our safety performance. A high performing safety culture is created by empowering all Councillors, Employees and Volunteers to be accountable to our ThinkSAFE approach.

Our expectation is that you will **Think, Stop, Assess, Foresee and Evaluate hazards and risks** in all you do to achieve our overall goal of creating a safe work environment.

Qualifications and Experience

The qualifications and experience required for the position include:

- Certificate IV in Statutory Compliance (Government) or qualify within 12 months.
- Demonstrated ability to conduct investigations, gather evidence, prepare briefs and represent an organisation at court proceedings.
- Demonstrated ability in completing relevant technical and administration duties and a demonstrated commitment to customer service.
- A current Victorian driver's licence is essential.

Key Selection Criteria

- Qualifications and experience as outlined above.
 - Demonstrated knowledge of the legislative framework relating to relevant Acts and local laws or proven ability to develop the required knowledge within a short time.
 - Demonstrated ability to work cooperatively in a team environment.
 - High level of interpersonal and communication skills and the ability to make realistic and sound decisions.
 - Demonstrated experience dealing with people and a proven ability to remain calm and objective in stressful situations.
 - Ability to provide detailed briefs of evidence in a timely manner and to represent Council in general court proceedings.
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Accountability and Extent of Authority

The position's accountability and extent of authority will be as follows:

- Enforce all state and local laws for which Council is responsible and for which written delegations of authority are held, including the issuing of infringement notices.
- Under direct supervision, the occupant of this position is authorised to issue summons for an offence against an Act, Regulation or local law for which written authorisations are held.
- Negotiating outcomes within the limits of legislation, Council's guidelines and policies on complaints and breaches of local laws, permits, statutes, etc.
- Preparing and presenting cases for enforcement action on behalf of the Council at the Victorian Civil and Administrative Tribunal and in the County and Magistrates Court.
- Providing accurate information and advice to members of the public and other relevant persons/organisations on routine matters. Non-routine matters are to be referred to supervisors.

- The quality of work undertaken.
- The level of customer satisfaction with the way customers are treated.
- Conveying a professional and customer-focused image of the unit and of the Baw Baw Shire Council.
- The occupant would be conscious that his/her actions may lead to legal action and would act carefully in order to protect the Council's interests.
- Ensuring meticulous record keeping of all complaints, responses, investigations, correspondence, etc.

Judgement and Decision Making

Judgement and decision-making skills required for the role include:

- The incumbent is free to operate within the parameters of the defined policies, procedures and guidelines determined for the operation of Council's services and facilities.
- On-site decisions often need to be made within legislative and policy requirements. Independent decisions can be made in regard to work priorities. Guidance and advice is usually available from senior officers.
- The incumbent should seek additional guidance and advice from other members of Council staff should issues arise in respect to matters that are outside the determined guidelines and procedures.
- The occupant of this position is largely autonomous in day-to-day activities. Enforcement duties are conducted largely in accordance with established guidelines, procedures and the instrument of delegation.
- Ability to apply a maturity of judgement in the application of established techniques and recognise when such techniques are not appropriate.
- Proficient in developing solutions to problems using procedures, guidelines and the application of professional or technical knowledge.
- Ability to respond appropriately in emergency situations.
- Officers are expected to exercise judgement which recognises the balanced needs of enforcement, the intention of the Act or Regulation and the needs of the community.

Specialist Skills & Knowledge

The skills and knowledge required to perform the duties of the position include:

- Proficient in the interpretation and application of relevant Acts and Regulations and Council policies.
- Able to demonstrate an understanding of the underlying principles behind the requirements of Acts and Regulations and Council policies.
- The ability to research and apply legal precedents relevant to enforcement matters.

- A demonstrated intermediate level of skills using the Microsoft Office suite of computer programs.
- An ability to quickly learn and understand the long-term unit goals and an understanding of how they support the wider organisational goals.
- Proficient in observing events, listening to witnesses and accurately recording details in note form for the purposes of court evidence.

Management Skills

The required management skills include:

- Skills in managing time, setting priorities, planning and organising one's work together with contributing to the priorities determined for the unit.
- A proven ability to handle a multitask workload with competing priorities successfully.

Interpersonal Skills

- Excellent communication skills and a strong team focus.
- Ability to gain co-operation and assistance from customers, members of the public and other employees in the administration of well-defined activities.
- Ability to demonstrate initiative and flexibility within the working environment and to contribute to team-based service delivery.
- Advanced customer service skills with an ability to portray an excellent corporate image on behalf of Council and to ensure that all customers are dealt with in the most efficient and effective manner.
- Conflict resolution skills.

ACCEPTED for and on behalf of the **EMPLOYEE**

[acceptance_status]

Acceptance of Employee

[candidate_name]

Name of Employee

[acceptance_date]

Date