

Position Description

Senior Field Operator (Carpenter)

Name of appointed officer: Vacant

Date of appointment:

Date of last review of position description: February 2019

Salary and conditions

All terms and conditions of employment are consistent with the Local Government (State) Award unless otherwise stated.

Assessed entry level of position within salary system:	Band 2 Level 1
Position limit within salary system: (20 Grade structure)	Grade 7 - Entry to Step 4
Status of position:	Permanent
Hours of work per fortnight:	76

Organisational relationships

Directorate:	Works and Civil
Section:	Civil Services
Team:	Not applicable
Work base:	Townsend Depot, however, this may change should business need identify other work locations to be more appropriate to deliver our services in the future
Position responsible to:	Supervisor (Building & Structures)
Level of support and supervision:	High level of independence
Level of personal management	High
Level of teamwork required:	High
Supervision of staff:	Supervise the daily work activities of up to 4 staff
Internal contacts:	All staff within Council but primarily within the Civil Services Section
External contacts:	General public, government agencies, and private organisations

Vision, mission and values

Our vision:	To make the Clarence Valley a community full of opportunity
Our mission:	To plan and deliver services valued by the community
Our values:	the acronym ' STRIVE ' describes the values and behaviours which are considered to be core requirements when we deal with each other and our community



Our Values and Behaviours

Safe	
We will have a safety focused workplace culture to ensure the wellbeing of our staff and the community.	
Acceptable	Unacceptable
I am aware of hazards	I take shortcuts
I promote a safe culture	I ignore safety
I look out for others	I do not communicate
Teamwork	
We will work together as one council towards shared goals and for the greater good of the community.	
Acceptable	Unacceptable
I share the load	I undermine others
I communicate with others	I act in isolation
I value people's strengths	"What's in it for me?"
Respect	
We will be inclusive, treat people with courtesy and fairness, and ensure each individual is valued and heard.	
Acceptable	Unacceptable
I am inclusive	I am a bully
I value the skills and opinions of others	I am aggressive
I listen actively	I am a gossip
Integrity	
We will behave in a way that is honest, open, and transparent. We will take responsibility for our actions and strive for excellence.	
Acceptable	Unacceptable
I am honest	I lie and conceal
I work ethically and lead by example	I act corruptly
I am responsible for my actions	I undermine others
Value	
We will deliver services efficiently, effectively, and in an environmentally and financially sustainable manner.	
Acceptable	Unacceptable
I always look for improvements	I misuse Council resources
I work efficiently	I'm a bludger
I learn from my mistakes	I don't respect the environment
Engagement	
We will engage with our staff and community to inform our decision making, and create awareness of our activities.	
Acceptable	Unacceptable
I communicate in a clear and timely manner	I deliberately misinform (lie)
I am the face of Council	I don't value consultation
I value all our customers' needs	I ignore communication

Physical requirements of the position

Frequent driving between job sites

Frequent bending

Manual handling

Working at heights

Capable of working in difficult terrain

Access and egress to plant and equipment

Purpose of the position

To supervise and coordinate a work team in the delivery of maintenance and construction activities throughout the Council area.

Investigate complaints and works requests for internal and external stakeholders.

Provide timely, accurate and succinct information on Council issues.

Ensure that the staff supervised by the position comply with all WHS policies and procedures

Major duties and responsibilities

Undertake relevant works to ensure cost efficient delivery of service and a safe working environment for employees and the public, including (but not limited to) the following:

- Set out, arrange and monitor construction and maintenance works including; footpaths, kerb and gutter, boat ramps, jetties, levies, flood structures, stormwater, concrete pavements, other transport assets and public infrastructure.
- Undertaking general maintenance activities within the Council area
- Undertaking construction activities within the Council area

Convey information regarding training requirements of staff

Provide input to staff competency and performance appraisals

Request purchase orders for works undertaken in the position

Coordinate delivery of materials and services required to complete Council designated works

Ensure works under the positions control are completed to required standard

Undertake works in accordance with all quality, environmental and WHS requirements, completing all appropriate documentation including (but not limited to):

- Active involvement in injury prevention and management, and return to work programs
- Risk assessments
- Selection and use of appropriate safe work codes and traffic control plans
- Plant pre start check lists
- Site inductions
- Daily costing sheets
- Quality and environmental control documentation
- Timesheets and plant sheets

Major duties and responsibilities

Liaise and coordinate with others to ensure efficient delivery of Council services

Inspect engineering matters (including private works and matters of public complaint) and prepare advice, estimates and reports and recommend maintenance, construction and reconstruction options as required

Monitor and control expenditure of all works under the control of the position within budgetary constraints, and advise management of budget overruns

Assist in the audit of works to ensure Council's standard of quality, environmental and WHS standards and documentation are maintained

Be responsible for the maintenance of the first aid kit attached to the plant operated by the position

Essential selection criteria

The selection criteria must be addressed as part of your application. Applicants must meet the essential criteria in order to be considered for interview.

Education and knowledge

Certificate III in Carpentry or equivalent and/or Builder's Licence

Licences/tickets, clearances, membership

Current Drivers Licence

WHS Construction Induction Training Certificate (NSW); or equivalent recognised in NSW

Experience

Demonstrated carpentry experience in the construction industry or Local Government maintenance and construction

Position related skills

Work supervisory skills and the ability to organise the duties of staff

Well developed communication skills including the ability to liaise with the public

Sound clerical, administration and organisational skills, including the ability to work unsupervised on concurrent projects

Work qualities

Behaviour that positively demonstrates commitment to Council's STRIVE values

A demonstrated commitment to and knowledge of Work Health & Safety requirements

Desirable selection criteria

The following criteria are considered important and demonstrated capacity to meet them will be highly regarded

Education and knowledge

Certificate IV in Building and Construction (Building)

Licences/tickets, clearances, membership

Class MR Drivers Licence

RMS Traffic Control Certificate 'Traffic Controller'; or equivalent recognised in NSW

RMS Traffic Control Certificate 'Implement Traffic Control Plans'; or equivalent recognised in NSW

RMS Traffic Control Certificate 'Prepare a Work Zone Traffic Management Plan'; or equivalent recognised in NSW

Chainsaw Certificate Level 1 (trim and cross cut felled trees)

High Risk Work Licence – basic scaffolding

High Risk Work Licence Class 'DG' – Dogging

Experience

Demonstrated experience in the construction and maintenance of:

- concrete and formwork
- footpaths
- stormwater drainage, levies and flood structures
- kerb and gutter
- boat ramps and jetties
- concrete road pavements and roundabouts

Other features of this position may include

Call back

Generic performance requirements

Ethics/probity – act in accordance with the Code of Conduct.

Equal employment opportunity - comply with Council's Equal Employment Opportunity (EEO) Protocol.

Health and safety (WHS) - undertake duties and act at all times in accordance with the WHS Management System.

Other duties (outside of specific position requirements) - under the provisions of the Local Government (State) Award, Council may direct any employee to carry out duties that are believed to be within the employee's skills, qualifications, competence and fitness capabilities, whether or not they are a usual function of the position. Where an employee is required to perform duties associated with a higher position, the **Use of skills** Clause in the Local Government (State) Award will apply.

Declaration

In signing this declaration I acknowledge that I,
have been advised of the requirements, terms and conditions of appointment to this position
based on this Position Description.

Signed: Date

Employee