

**Candidate Briefing Document**  
**Senior Arborist | Townsville City Council**  
**July 2022**





# Townsville City Council

---

Townsville City Council is the largest regional council in Queensland. It is led by the Mayor and Deputy Mayor and 9 Councilor's. Council is dedicated to thinking ahead and planning for the future, whether that be enhancing the liveability or serviceability of the city, or through sustainability and innovation for the delivery of services to a community of more than 190,000 residents.

Servicing the community at a local level, Council is part of everyday life. From the water residents drink, the rubbish they dispose of, the parks played in and the roads and pathways travelled on. Council provides and maintains community infrastructure assets, including bridges, drainage, roads, community facilities, sporting venues and more. In addition, Council supports the health and wellbeing of the community through public health initiatives such as mosquito control, food safety and animal management. Recreational facilities, events and a wide range of environmentally sustainability activities are also delivered. To maintain all these services and facilities for the community, Council proudly employs more than 1,700 staff, making it one of the largest employers in Townsville.

Council will continue to plan and deliver services and projects that support making Townsville a great place to live and do business.

While they are pushing for new and innovative industries, part of this vision is ensuring Townsville is a liveable city, and by creating placemaking opportunities that enhance the community's lifestyle. Alongside their world-class events and serviceability Council believes they are on the right path. Last year saw the completion of such opportunities as the Tobruk Memorial Baths redevelopment on the Strand and the Mount Louisa walking track with several other projects being designed so they are 'construction ready' together with clear renewal and maintenance schedules for facilities across the city.

Enhancing the CBD through partnerships such as the Flinders Lane development has created world-class experiences in the city and driven economic growth through new investment and greater tourism spending, while improving the unique Townsville lifestyle for locals. There is a clear vision for the City and several projects highlighted in the Townsville2020 Masterplan focus on boosting the economy, benefiting the local community and attracting tourism to the region.

**Vision:**

A globally connected community driven by lifestyle and nature.

**Purpose:**

Grow Townsville

**Mission:**

Add 6,400 new jobs by 2026.

# Townsville City Overview



Townsville is located about halfway between the tip of Cape York and Brisbane. The Ross River flows from the foothills of the Hervey and Mount Stuart ranges to its outlet in Cleveland Bay, where the CBD's skyline is dominated by the distinctive Castle Hill and Magnetic Island lies just eight kilometers offshore.

The TCC local government area covers 3,736 square kilometers (0.2% of the total area of the State of Queensland), and is currently experiencing rapid residential development through the Northern Beaches growth corridor.

Townsville is the perfect place to live, work and play! With more than 300 days of sunshine, and a daily rush hour of less than 20 minutes, Townsville's lifestyle is second to none. Providing a laid back tropical lifestyle that is complemented by capital city comforts, no other Australian city boasts the resilience, diversity, lifestyle and economic potential that the Townsville North Queensland Region enjoys.

From the reef and its tropical islands, to lush rainforests, and endless natural beauty – Townsville is all about easy living with plenty of big city benefits. Townsville is home to Australia's largest garrison city, world-class events, leading education providers, cutting-edge health facilities, affordable housing, a global bustling port and a wide range of outdoor recreation options. The city offers a range of diverse experiences, from the awe-inspiring Great Barrier Reef, World Heritage Wet Tropics rainforest to the dirt and dust of the Australian outback.

Known as the Second Capital of Queensland and with a population of approximately 193,601 people, Townsville offers a dynamic lifestyle coupled with strong economic prosperity.

# Townsville City Overview (Cont)



“Parks and open spaces help improve recreational opportunities for residents and visitors, promote child development through play and increase community inclusivity.”

Another key element of liveability is the quality of their built environment in achieving a sense of place. Council understands that Urban design and placemaking can strengthen or weaken a place’s values and assets. Placemaking is the collaborative process used to design and animate the public realm and promote social and cultural life in the urban environment.

The condition and quality of public spaces is a highly valued liveability attribute for the Townville community. It includes open spaces like parks as well as assets such as streets, street trees, landscaping and public footpaths. This typically ‘green infrastructure’ is of critical value to a city’s well-functioning infrastructure network. Trees in the urban landscape have innumerable benefits including public health, reducing heat, combating climate change, stormwater management, biodiversity and supporting enjoyable, safe and healthy communities. Good quality public spaces not only reflect a well-functioning city, but a well-cared for city that is loved by its residents.

Council’s goal is to prioritise the delivery of quality public spaces and continuously improve the condition of public spaces, with a focus on providing for and valuing the city’s green infrastructure.

With over 350 Parks and 200 Playgrounds in addition to walking tracks, beaches, waterfalls and beautiful Magnetic Island there is something for everyone to enjoy across the region.





# Townsville City Overview (Cont)



On the 1st November 2021 Townsville City Council has formally adopted a Public Tree Management Policy to guide and inform the process around managing trees that form the public tree network.

This follows an overwhelmingly positive community consultation period that received over 70 submissions from residents and local organisations. Townsville Mayor Jenny Hill said the consultation process showed just how passionate the community is about protecting trees in public spaces.

“We went to consultation on the Public Tree Management Policy to see what appetite there was within the community for it’s implementation and the results showed that this is the right step forward,” Cr Hill said.

“Trees are a vital part of our urban landscapes, and this policy sets our clear guidelines for how they should be managed by Council, including when a tree can be removed or pruned. “This ensures that trees are only removed when any risks posed by preserving the tree cannot be managed or mitigated through arboriculture methods.”

Cr Hill said the Public Tree Management Policy would also involve the creation of a Significant Tree Register for highly valued trees throughout the city.

“A key part of this policy is ensuring that we create a Significant Tree Register that features trees of botanical, ecological, and cultural importance as well as trees that are local landmarks,” she said.

“Under the policy, none of the trees included on this register will be removed without public consultation and only if alternatives to removal are not possible.”

# Making Townsville Home



Townsville is home to many of community groups and organisations working to create a sense of belonging and inclusiveness in their community. A link to the Community Directory is [HERE](#) where you can find local groups, community services, sports clubs, facilities, and more.

## Education

Townsville provides a comprehensive range of education services for all ages and supports life-long learning which can be closely aligned to business needs. Several institutes offer both public and private education across the region.

Details can be found [HERE](#)

## Medical

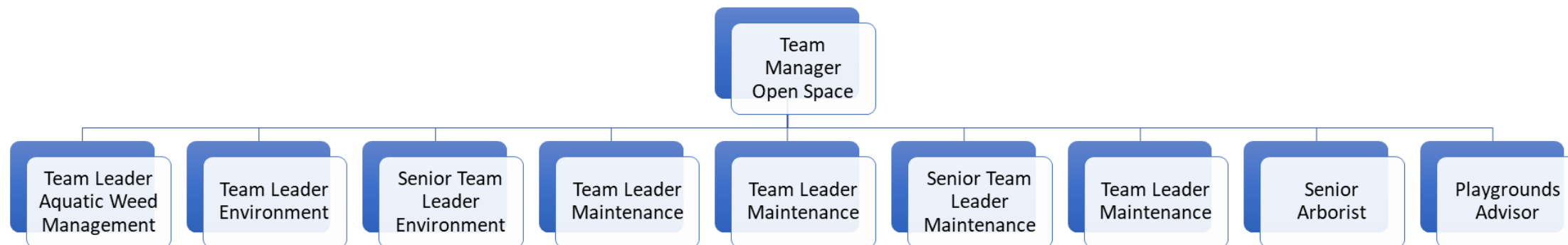
Interestingly, the healthcare industry is Townsville's fourth largest employer. With over 9% of the region's population working within this field, this may help to explain the world class quality care available and their related specialties. Needless to say, if you find yourself in the event where you need access to state of the art healthcare in Townsville, you're in good hands

## Sport and Recreation

Townsville has a range of sports and leisure facilities to suit every taste. These include pools, boating & fishing locations, venues for cricket & AFL, basketball, skateboarding, BMX, dirt tracks and more.

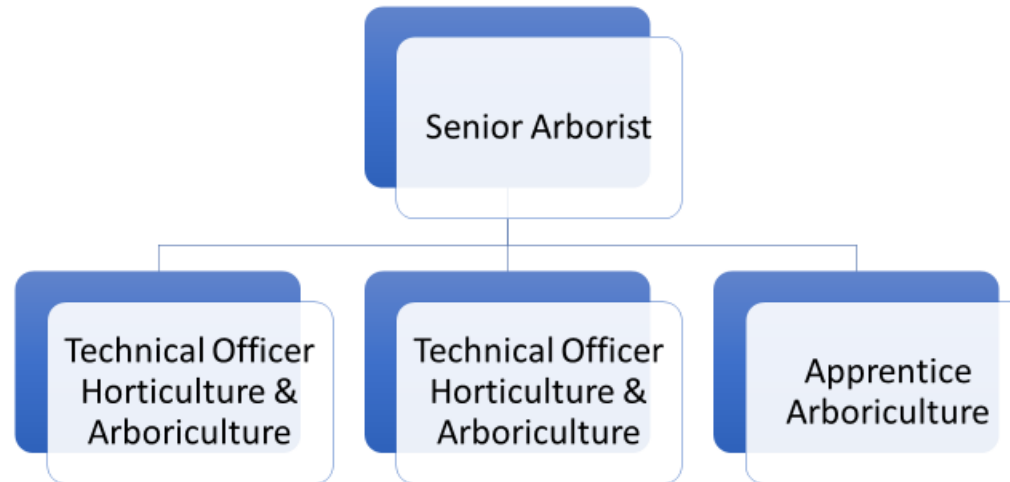


# Organisation Structure



# Organisation Structure

---





# Council Information



[Townsville City Council Corporate Plan 2021-2026](#)

[Budget and Operational Plan 2021-2022](#)

[Townsville Liveability Strategy 2020-2024](#)

[Public Tree Management Policy](#)

For further information please visit [www.townsville.qld.gov.au](http://www.townsville.qld.gov.au)





# Senior Arborist

<b>Location:</b>	Dalrymple Rd Garbutt
<b>Reports to:</b>	Team Manager Park Open Space and Environment
<b>Employment Status:</b>	Permanent

## Direct Reports:

- 2 x Technical Officers Horticulture and Arboriculture
- 1 x Trainee Arboriculture

There is a staff of 90 in the broader Park Open Space and Environment.





# Primary Objectives

---

This position has clear expectations to role model the performance standards, values, behaviours and attitudes that are integral to the TCC workplace culture and stakeholder reputation as an organisation of excellence. This position plays a key role in position providing strategic guidance and technical advice and working collaboratively across Council to champion our purpose of Growing Townsville and to deliver the Corporate Plan in consultation with the Townsville Community. This position is accountable to the General Manager Construction Maintenance and Operations and will be focused on the needs and aspirations of the Townsville community; growing and managing customer relationships, developing a culture of customer-centricity and personal accountability; and reshaping how they deliver services to maximise value.

Key to success will be providing strategic guidance and technical advice on tree management and assessment processes including risk assessment, tree identification, pest and disease identification and planting. This is achieved through the appropriate design and implementation of proactive, reactive and emergency tree risk assessment programs. The role will ensure risk exposure is minimised through implementing good practice tree management practices across the region, including following up and monitoring of trees with pest, disease or other health and structure concerns. Activities will be carried out in a manner that treats all internal and external customers with courtesy, empathy, understanding and equity.

# Key Accountabilities

---

- Oversee the development of Council's Tree Management strategies, policies and arboriculture programs to meet strategic and sustainable target objectives.
- Lead the Arboriculture Technical Team by providing technical guidance, support and mentoring to ensure a high performing team.
- Provide specialist arboricultural advice and provide high level written and verbal reports on Council tree matters including works to internal and external stakeholders, including Councillors, senior management, technical staff, delivery staff and contractors.
- Prepare condition and risk assessments, evaluation of tree failure, tree biomechanics, abiotic or biotic disorders, tree identification, site assessment and public perceived concerns over tree issues on a scheduled basis and in response to reactive and emergency situations.
- Investigate tree related incidents of a more complex nature and provide condition assessments, condition ratings, history on prior works or incidents and implement immediate safety measures for identified hazards and risks.
- Oversee the notification and engagement activities with internal and external stakeholders, in a manner that treats all customers with courtesy, empathy, understanding and equity.
- Ensure tree policy documentation, tree valuations, tree management plans, insurance claims and stakeholder communication is provided in accordance with Council's record keeping and governance requirements to assist programming and implementation of tree related works, estimation of resources and providing recommendations on work method.
- Ensure the implementation of continuous improvement of tree management and tree planting policies and practices in keeping with Council's strategic intent, Australian Standards, asset and risk management obligations.
- Mentoring and supporting other arboriculture technical and delivery staff to develop their skills and build team capacity.



# Key Requirements

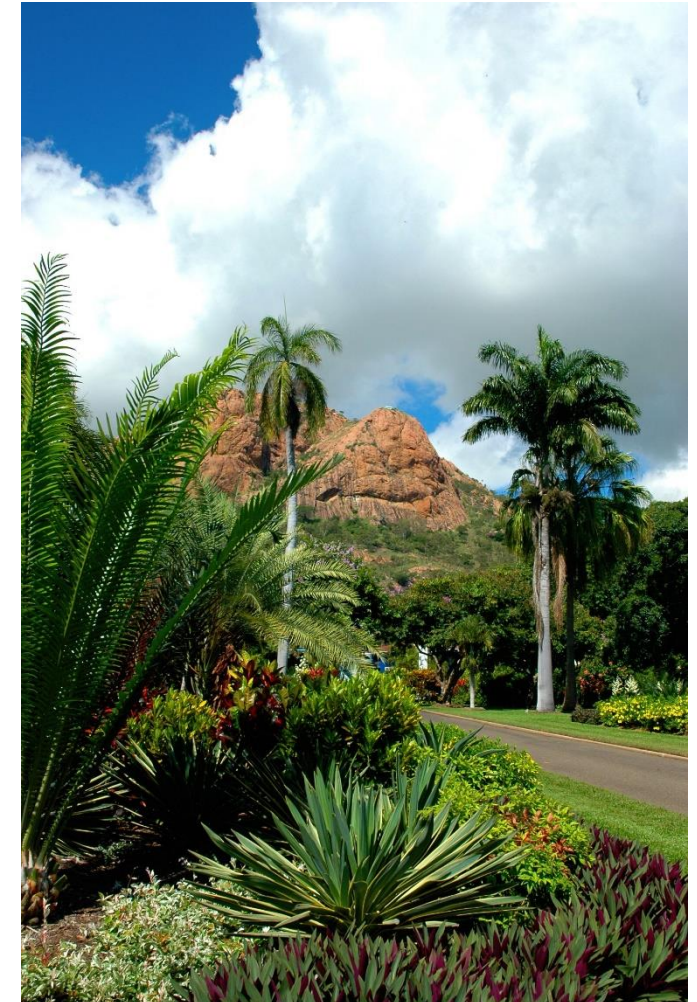
---

- Diploma in Arboriculture - AQF 5 and Quantified Tree Risk Assessment Certification (ISA).
- Extensive experience working as an arborist in a local government / public sector environment undertaking arboriculture assessment of a more complex nature.
- Demonstrated understanding of wildlife habitat and conservation values, ecology and habitat corridors.
- Experience in project supervision and contract management of arboriculture works within the public realm.
- Demonstrated ability to produce technical briefs and reports.

# Additional Information



- There is a big appetite to save trees in Council therefore high on the Council's agenda. You will conduct the higher level tree inspections with your two staff managing the lower-level inspections. This is an opportunity to mitigate risk as it is a high-risk area and for the section to be more proactive vs reactive. The newly released Tree Policy provides guidelines around assigning a value to the trees and the role will take responsibility for creating the framework for this. eg any tree removed needs to be replaced by trees of the same canopy size, sometimes this can mean replacing with multiple trees.
- Council is in the process of developing a 'Tree App' to do tree inspections online and have the information there for customers. This will enable more proactive and routine work to be completed efficiently. Tree maintenance and pruning is then managed by internal or external contractors dependent on resources.
- Bringing fresh energy and eyes to the role you will maintain momentum moving forward and work with the Future Cities team around their place making ideas and the reality of what is achievable through consultation, negotiation and explanation.
- Council are open to candidates either working in LG as an Arborist or alternatively someone working as a Contractor who is keen to focus on the technical aspects of arboriculture without having the physical aspects often associated.
- You will be a Manager that is keen to get out in the business and have a presence and visibility with your team and ensure there are regular meetings and feedback provided in one on one sessions. Being empathic around the passion of the community and being comfortable interacting with them and responding to requests will be an essential component of the position.
- Renowned as a strong leader, you may be currently working at this level or keen to 'step up' and leverage your career in Arboriculture.





# Why this role?

- Reporting to the Team Manager Open Spaces, you will be able to make the role your own and actively take the reigns of something that will continue to underpin the way Council strives to manage it's 200,000 trees with a number of these recognized as 'significant' and the required maintenance work.
- This is an opportunity to work in local government if you are currently working as a Contractor and to enjoy all the benefits this brings including a 9 day fortnight and 5 weeks annual leave with 17.5% loading. The chance to have some work/life balance and to enjoy everything on offer in Tropical North QLD is undoubtedly another attraction of the role.
- Some of the appeal of the role is being exposed to some unique situations eg saving important trees in the Botanical Gardens, continuity of work and for the role you can play in influencing future planning. Whilst there is no physical component to the role you will have oversight of this area and supervise some of the work going on and pass on your knowledge to trainees.
- Understandably, the position has significant community impact and your empathy and passion will be evident in this customer facing role.
- You will join a collaborative team with an appetite for doing things differently so you will have a voice and be supported as you continue taking the organization forward in mitigating risk across the community.



# Recruitment Process

<b>Application Period:</b>	Thursday 14 <sup>th</sup> July 2022 – Monday 1 <sup>st</sup> August 2022
<b>Closing date for Applications:</b>	10pm Monday 1 <sup>st</sup> August 2022
<b>Initial Assessment:</b>	2 <sup>nd</sup> August – 3 <sup>rd</sup> August 2022
<b>Council Interviews (first round):</b>	From 4 <sup>th</sup> August 2022 or prior if suitable applicants are identified

## Assessing Applications

Peak Services will review all applications and provide an initial recommendation of suitable candidates to Council.

In consultation with Peak Services, Council will determine a shortlist of suitable candidates, and interviews will be arranged with the Council panel. The Council may require the candidate to undergo psychometric testing to assist in understanding the candidate's working preferences and attributes as well as fit for the organisation. There will be a requirement to provide referees and possibly the need of a criminal history check based on Council's discretion.



**Privacy Information:** Peak Services is collecting your personal information in accordance with the *Information Privacy Act* for the purpose of assessing your skills and experience against the position requirements. The information that you provide in your application will only be used by employees of Peak Services. Your information will be provided to authorised Council Officers, including Human Resources, interview panels and hiring managers.



# Council Benefits

- The cash component is between \$80,433 – 83,946 + Super
- Provision of a laptop and mobile phone for work purposes.
- Five (5) weeks annual leave per annum + 17.5% leave loading.
- 9-day fortnight
- The Council will make compulsory superannuation contributions on the employee's behalf. Where the employee contributes 6% of the ordinary earnings, Council will contribute 13.5%. Salary sacrifice is available for member contributions.
- Uniforms and protective clothing will be provided annually in accordance with Council policy
- Professional development, conference attendance & professional membership
- Relocation Assistance will in all likelihood be provided to the successful candidate.





Principal Consultant Recruitment – Rona Horsfall

[rhorsfall@wearepeak.com.au](mailto:rhorsfall@wearepeak.com.au)

0438 943 854

CAIRNS | BRISBANE

[www.wearePeak.com.au](http://www.wearePeak.com.au)