

**POSITION DESCRIPTION**

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| **POSITION TITLE:** | **Groundsperson** |
| **SECTION**: | **Services Staff** |
| **REPORTS TO:** | **Grounds Supervisor** |
| **CLASSIFICATION:** | **Services Staff – Level 2** |
| **AWARD:** | **Catholic Employing Authorities Single Enterprise Collective Agreement – Diocesan Schools of Queensland 2019 - 2023** |
| **LOCATION:** | **St Margaret Mary’s College, Hyde Park** |

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| **OUR ORGANISATION** |

Townsville Catholic Education (TCE) supports 29 schools within the Diocese, located throughout a diverse region including urban and rural environments extending to Mount Isa to the west, Proserpine to the south and north to Ingham. The Catholic Diocese of Townsville provides a diverse range of education choices including primary, secondary and Prep-to-Year 12. Each setting provides a high educational standard in a caring and a stimulating environment. The Diocese has a growing Indigenous education program and some of our schools offering both boarding and day-student facilities.

TCE employs in excess of 2,500 teaching, professional and ancillary/support employees to fulfil our mission of providing quality educational services through our Catholic school communities. A Catholic education involves much more than simply teaching the educational basics. It encourages students to embrace Catholic values and faith while providing them with an excellent education and diverse life experiences that will prepare them to be a contributing member of the community in their adult lives.

The proud reputation Catholic schools enjoy within the Diocese today is based on the strong tradition built by religious orders who found Catholic Education in the Townsville Diocese in 1872.

Please visit our website for additional information <https://www.tsv.catholic.edu.au/>

**OUR SYSTEM VISION**

*“The promotion of the human person is the goal of the Catholic school”*

*THE CATHOLIC SCHOOL ON THE THRESHOLD OF THE THIRD MILLENNIUM, 1998*

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| **ABOUT THE ROLE** |

[St Margaret Mary's College](https://www.smmc.catholic.edu.au/), Hyde Parkis a Townsville Girls Catholic High School, founded as in 1963 by the Sisters of the Good Samaritan.  The College accepts enrolments from girls Years 7 to 12, and offers a wide variety of subjects and vocational programs. The College is also noted for its many extracurricular activities, its commitment to students with special needs and its variety of service opportunities for students.

The Groundsperson under the direction of the Grounds Supervisor contributes to the effective and efficient operation and environment of the College by providing a high level of maintenance and upkeep of the College grounds. The Groundsperson will be required to assess repairs quickly to enable maximum resolution to ensure safety at all times.

The Groundsperson will work with limited supervision under the direction of the Grounds Supervisor and Facilities Manager.

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| **Key Accountabilities** |

The Groundsperson will be expected to work within and adhere to Workplace Health and Safety guidelines and demonstrate the knowledge and ability to work in a team environment.

Other duties include:

* Attend regular meetings with the Grounds Supervisor for allocation of tasks and a willingness to rotate duty roster
* Maintain lawn, trim trees overhanging infrastructure, hedging, blowing down and outdoor vacuuming
* Assist with constant upkeep and upgrading of College grounds and gardens, including fertilising, poisoning, landscaping and minor irrigation checks and repairs as required
* Bin runs, rubbish removal, tilling sandpits and pressure cleaning
* Assist with setting up for College functions and displays
* Carry out minor repairs to the College property and equipment, including:
* Assist with marking playing fields
* Routine maintenance and cleaning of machinery and sheds, including external cleaning
* Assist with general maintenance, upkeep and cleaning duties as reasonably requested

Other related duties as reasonably requested by the Grounds Supervisor and Facilities Manager.

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| **STATEMENT OF RESPONSIBILITY** |

The carriage of the role will always presume the role-holder’s responsibility to act cognisant of, and in harmony with, the Mission and Purpose of Catholic Education and Catholic Education policies.

The employee will be expected to abide by the *Statement of Principles for Employment in Catholic schools*, the *Staff Code of Conduct* and other Diocesan guidelines.

Employees will maintain appropriate confidentiality, sensitivity and empathy in the execution and management of all matters

Employees will demonstrate a willingness and acceptance to initiate and participate in relevant training and professional development opportunities.

Each employee is responsible for ensuring his/her health, safety and wellbeing and is expected to not willingly place at risk the health and safety of one’s self or others.

Employees will:

* Adhere to Work Health and Safety instructions
* Promote a commitment to safe work practices
* Be familiar with workplace incident, hazard and accident reporting and emergency procedures
* Take reasonable action to avoid, eliminate or minimise risk and hazards
* Utilise personal protective equipment
* Participate in the development of a safe and healthy workplace
* Seek information and advice as necessary and comply with instructions.

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| **ABOUT YOU** |

**Experience**

* Demonstrated experience in a grounds/services/operational role or similar
* Understanding and commitment to Workplace Health and Safety legislation and professional regulations to reduce the risk of harm to self and others relative to the role of a cleaner
* Ability to follow safety precautions that may involve the use of protective equipment where work environment involves exposure to potentially dangerous materials, machinery, use of tools and other equipment.

**Skills**

* Manoeuvring within the school environment appropriate to the position – demonstrating agility and adherence to manual handling techniques
* Ability to communicate effectively to meet the necessary standards with respect to clarity, accuracy and professionalism appropriate to the position
* Ability to prioritise workloads and manage multiple tasks with competing timelines
* A demonstrated ability to develop and sustain productive working relationships.

**Attributes**

* Enthusiastic, energetic, flexible with a proactive attitude
* Flexible and responsive to the needs of the college community and driven to achieve the best outcomes
* Ability to accept responsibility for own work.

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| **Mandatory Criteria/Professional Registration/Other** |

* Current Working with Children Suitability Card - The successful candidate will require a paid Blue Card before commencement as per the No Card, No Start policy developed by Queensland Government.
* Undertake Workplace Health and Safety Training
* Current Driver’s Licence
* Ability to travel from time to time within the Catholic Diocese of Townsville
* Ability to perform the physical requirements of the role in a safe manner
* This position will be subject to a pre-employment medical assessment to support the selection process. For some positions it may be necessary for the successful applicant to be immunised against certain preventable diseases in order to minimise the risk of transmission.

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| **Desirable Criteria** |

* Relevant certificate or trade qualifications.

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| **HOW YOU WILL BE ASSESSED** |

How we do things is as important as what we do, therefore you will be assessed on your ability to use your experience, knowledge, skills and competencies confidentially with good judgement and wisdom.

You will be assessed on your ability to demonstrate the following four capabilities – Personal, Professional, Relational and Organisational within context to the key accountabilities identified above.

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| **Capabilities** | |
| Personal | Professional – Knowledge and Understanding |
| Engages in self-reflection | Is aware and responsive |
| Gives witness to personal faith and commitment | Integrates a Catholic stance in area of responsibility |
|  | Supports and engages change processes |
| Displays a sense of self-efficacy and personal identity | Demonstrates appropriate styles of decision making |
| Displays intuition as well as logic and reason | Inspires a collegial purpose and vision |
| Projects confidence, optimism and resilience | Supports efficient and robust structures and systems |
| Demonstrates honesty and integrity | Focuses on core outcomes and accountabilities |
| Demonstrates ethically responsible behaviours | Engages in workplace learning and relevant professional development |
| Is morally courageous | Operates with a commitment to sound educational focus |
| Demonstrates a commitment to personal spiritual growth | Operates with a spirit of service and professionalism |
| Displays imagination and vision | Develops moral purpose |
| Integrates work and personal life | Demonstrates capacity to provide professional support |
| Engages with the Catholic culture |
| Is culturally sensitive |
| Social and Interpersonal | Organisational |
| Is relationally adept | Gives priority to the Church’s mission in education |
| Is emotionally mature | Engages in future thinking, aware of the big picture |
| Is guided by the spirit and teachings of the Gospel | Supports organisational capacity to respond to contemporary and future needs |
| Communicates with confidence | Avoids imposing old paradigms on new realities |
| Is authentically present | Supports a growth promoting workplace |
| Displays a trusting disposition | Exercises committed and ethical stewardship |
| Supports collaborative and productive working environments | Contributes to organisational sustainability |
| Engages in positive politics | Supports a sharing organisational culture that focuses energies and talents |
| Operates in fidelity to Catholic social teaching and environmental responsibilities |

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| **REPORTING & OTHER RELATIONSHIPS** |

The Groundsperson is accountable to in the first instance to the Grounds Supervisor and then to the Facilities Manager. The Groundsperson consults and liaises with other TCEO personnel, Principals in schools, and other Diocesan staff/committees, where appropriate.

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| **ACKNOWLEDGEMENT** |

I have read, understood and acknowledge the scope and responsibility of the position outlined in this position description.

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| **Employee Name:** |  | | |
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| **Signature:** |  | **Date:** |  |