**Position Description**

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| **Position title** | Ganger (Maintenance) |
| **Reports to** | Foreperson Maintenance |
| **Department** | Infrastructure Services – Roads & Transport |
| **Classification** | Level 5-6 Local Government Industry Award (Stream B) |
| **Last Review Date** | July 2019 |

# Position Summary

This position is responsible for supervising and directing a designated crew, plant and materials to fulfil daily road construction and maintenance activities throughout the Tablelands Region.

**Position Specific Accountabilities**

* Supervise work crew and contractors by establishing, directing and monitoring works activities
* Undertake all activities sustainably, on time and in accordance with procedures, specifications, statutory and Council requirements
* Assist the implementation of quality, safety, environmental and traffic management plans for project
* Identify, report and record any problems relating to process, quality systems, resources and staff
* Assist the foreperson in planning works, allocating resources, identifying and resolving problems and implementing QA procedures and processes
* Ensure crew submits accurate timesheets

**Supervisor Accountabilities**

As a supervisor the Ganger is responsible for;

* Meeting the requirements of the TRC Corporate Plan, Budget and Operational Plan.
* Providing effective leadership and staff capability development to ensure alignment with TRC values, achievement of organisational KPI’s and a positive contribution to a dynamic workplace culture.
* Developing and maintaining relationships with community and key stakeholders that contribute to positive outcomes for the community.

# Organisation Responsibilities

* Model the highest standards of ethical and professional behaviour and act with integrity and confidentiality whilst representing Council internally and externally.
* Adhere to all legislative frameworks, rules, Council policies and guidelines.
* Be familiar with and undertake all work in accordance with relevant policy and legislation, including:
* TRC's Safety Management System - SAFE PLAN, TRC's Code of Conduct, Council's Local Laws, Values and Behaviours, the *Local Government Act 2009*, Anti-discrimination and Privacy legislation, Purchasing and Procurement; and
* Comply with all Workplace Health & Safety Legislation, and other relevant policies, procedures and legislation.
* Follow reasonable directives to maintain critical business activities in the event of an unplanned disruption, including but not limited to a disaster.
* Other responsibilities as reasonably expected.

# Selection Criteria

## Essential

1. Proven ability to supervise a work crew in a similar industry.
2. Demonstrated high level of oral, written and interpersonal communication skills, including well developed negotiation and conflict resolution skills.
3. Ability to plan and deliver minor works projects.
4. Proficiency in use of computer based workflows.
5. Ability to follow and implement Workplace Health & Safety and Environmental Legislation

## Qualifications

* Queensland Construction White Card, or National equivalent
* 'MR' Drivers Licence
* Certificate III in Civil Construction (or willingness to attain), or equivalent experience
* Control Traffic with Slow-Stop Bat RIIWHS205D
* Traffic Management Implementation RIIWHS205D (or willingness to attain)
* Level II Chainsaw (or willingness to attain)
* First aid certificate (desirable)

# Position Specific Conditions

* The successful completion of a Pre-Employment Medical Assessment (including drug and alcohol screening) is required before any offer of employment as well as
* This role requires evidence of skills and qualifications and the possession of a current Drivers Licence.

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| I have read and understood the above Position Description | | | | | |
| INCUMBENT NAME |  | SIGNATURE |  | DATE |  |
| SUPERVISOR NAME |  | SIGNATURE |  | DATE |  |