

Application Package for the position of

## **ASSISTANT GARDENER**

Operations Department – Permanent Full-time – Esk

with



**Somerset**  
REGIONAL COUNCIL

*Team Somerset has an exciting Assistant Gardener position within our Parks and Gardens crews. This role provides a diverse range of responsibilities including parks management, horticultural, turf management, arboriculture and landscape maintenance across the region. You will play an important role in creating and maintaining a prosperous Somerset.*

*To be successful in this rewarding role, you will have:*

- *Demonstrated experience in Parks and Gardens or similar capacity;*
- *Ability to schedule and program own work;*
- *Well-developed time management and organisational skill;*
- *Ability to cooperatively work in a team environment*

*To make application for this opportunity with Team Somerset, please submit your Resume with a cover letter outlining how your experience, qualifications, knowledge, and skills fit the requirements of the role.*

*Should you require any further information or clarification regarding the position or the recruitment and selection process, please contact our Human Resources section on (07) 5424 4000.*

**Applications close at 5pm Friday 4 October 2024**

## Position Description

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<b>Title:</b>	Assistant Gardener
<b>Reports to:</b>	Parks and Gardens Supervisor and / or Crew Leader
<b>Award:</b>	Queensland Local Government Industry (Stream B) Award – State 2017 (as amended or replaced) Division 2   Section 5 – Operational Services
<b>Agreement:</b>	Somerset Regional Council Field Staff Certified Agreement – 2023 (as amended or replaced)
<b>Classification:</b>	Level 5

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### Position Objective:

The position operates as a member of a multi-disciplined team within the Parks and Gardens Section and will be required to perform a broad range of physical tasks, requiring developed industry skills with limited guidance and under the general supervision of the Parks & Gardens Supervisor and / or Crew Leader.

The primary purpose of the position is to undertake parks management, horticultural, turf management, arboriculture, and landscape maintenance and construction activities at various locations within the Region. The position is also responsible for performing mowing maintenance and vegetation control activities in designated locations.

### Position Requirements:

#### Experience/Qualifications

- Certificate III in Parks & Gardens (essential)
- Experience in parks and gardens or similar role.
- Experience in horticultural, arboriculture, park management, turf management and landscaping activities.
- Experience in construction and maintenance activities relevant to the role.
- Previous experience in the operation and maintenance of mowers, brush cutters, hedgers, blowers, spray equipment and other minor plant.
- Experience in working in proximity to traffic and under traffic control conditions.
- Certificate IV Parks and Gardens / Horticulture (desirable).
- Current Open Queensland Drivers Licence – unrestricted (essential).
- Commercial Operators ACDC Licence or the ability to obtain prior to commencement (essential).
- General Safety Induction (Construction Industry) White Card or the ability to obtain prior to commencement (essential).
- Working in Proximity to Traffic competency – Part 1 and Part 2 or the ability to obtain prior to commencement (essential).
- Polesaw competency or willingness and ability to obtain (desirable).
- Introduction to Electrical Network Infrastructure for Authorised Persons or willingness and ability to obtain (desirable).
- Traffic Management Implementation competency or willingness and ability to obtain (essential).

#### Knowledge

- Knowledge of work health and safety relevant to the role.
- Knowledge of working on roads and traffic control situations.
- Knowledge of safe handling and use of chemicals and hazardous substances.
- Knowledge of working around powerlines and ability to identify exclusion zones.

#### Skills

- Sound decision making, with the ability to plan, prioritise and schedule work to ensure deadlines are met.
- Ability to work co-operatively in a team environment.
- Ability to solve routine matters by applying standard procedures and practices.



- Ability to use small plant and equipment including hand and power tools.
- Safe, practical, efficient and effective use of relevant plant and equipment.
- Ability to carry out measurements and calculations.
- Ability to carry out basic machine checks and maintenance.
- Ability to solve routine problems by applying standard procedures and practices.

#### Additional Requirements

- Level of fitness to be able to undertake a broad range of physical tasks.
- Exercise flexibility and adaptability in undertaking a diverse range of activities and tasks.
- Ability and willingness to communicate in a positive manner.
- Incumbent may be required to work at different locations across the Somerset Regional Council area from time to time.
- The incumbent will be:
  - required to complete a National Police Check with the outcome to be acceptable to the Chief Executive Officer as per Council's Fraud Management and Recruitment Policy;
  - required to complete a pre-employment functional and medical assessment with the outcome to be acceptable to the Chief Executive Officer as per Council's Recruitment Policy;
  - will maintain a high standard of personal appearance and dress.

#### **Please note:**

- Start and finish times for this position may vary from time to time in accordance with Council's Certified Agreement.
- During peak times of the growing season, this position will be required to work overtime and travel to other Council Depots. In these instances an early start and late finish time may be required and will be subject to the relevant award overtime provisions.
- Under Council's current Certified Agreement this position may also be required to work on scheduled rostered days off (RDO). These days are worked at ordinary rates and the RDO banked and taken off at a later date subject to mutual agreement. In peak times of growing season the position may be required to bank up to five RDO's.
- Members of the Parks and Gardens Section are required to take annual leave outside of peak times in the growing season. Annual leave is not approved during peak times due to the impact on mowing operations at this time.
- Hepatitis A and Hepatitis B vaccinations will be required due to potential exposure to blood borne pathogens through puncture wounds or exposure with bodily fluids.

#### **Position Responsibilities:**

The key responsibilities may be modified from time to time to ensure that outcomes are co-ordinated within Council's Operational and Corporate Plans. Without limiting the above, the key responsibilities of the position holder shall include:

- Ensure parks, gardens and streetscapes are kept clean and maintained to a high standard.
- Undertake park management, horticultural, turf management, arboriculture, landscape construction and maintenance.
- Undertake mowing within CBD areas, parks, cemeteries, Council building grounds and other areas as assigned.
- Maintain indoor plants, outdoor courtyards, atriums and gardens of designated Council facilities and buildings.
- Maintain Council's nursery to ensure plants are kept in good condition, and nursery is kept clean and well maintained.
- Assist and support Council's Free Tree Day program and other community programs and events.
- Mentor, support and assist with training for apprentices, trainees and work experience students.
- Interpret and implement traffic management plans and traffic guidance schemes; ensure signage used on all works is in accordance with current standards.
- Operate and maintain relevant plant, machinery, tools and personal protective equipment in accordance with manufacturer's instructions, standard operating procedures, work methods statements and safety plans.
- Ensure restart and daily check inspection for relevant plant is carried out at the required frequency; and comply with all workshop maintenance requirements in plant and machinery care and maintenance.
- Ensure that all necessary plant and materials are efficiently utilised to support work plans in order to maximise performance times.
- Maintain assigned depot storage area in an orderly and safe manner.
- Keep and maintain accurate records including but not limited to timesheets, daily work performed, plant maintenance, breakdowns and workplace incidents.





- Actively participate in, and foster, a team-oriented work environment and work co-operatively with other Council crews.
- Undertake other duties as required to ensure the overall efficiency of the parks and gardens section of the Operations Department.
- Perform any other duties that are reasonably within the competency, skills and training of incumbent as may be directed from time to time by the Parks and Gardens Coordinator and / or Leading Hand to ensure the overall efficiency of the Parks and Gardens Section that will assist the Operations Department in reaching the Council's objectives as detailed in the Corporate and Operational Plans.

### **Organisational Responsibilities**

- Represent the Council to the public and members of other organisations in a positive manner.
- Maintain confidentiality of Council information obtained during the course of employment.
- Responsible for compliance with Council's Information Management Policy, to make and electronically record full and accurate records of all relevant business activities within Council's electronic records management system.
- Security of Council information viewed or accessed during the performance of your duties is contained in the provisions of the Employee Code of Conduct. Subsequently, as a Council employee, you are required to ensure the security and appropriate intended use of Council information at all times.
- Support Somerset Regional Council's Customer Service Policy and Protocol and will comply with the provisions and principles contained in the policy and the commitment to customer service.
- Comply with any reasonable instructions provided by Somerset Regional Council to ensure work is conducted in accordance with the requirements of the Work Health and Safety Act, Regulations, Codes of Practice and Council's Safety Management System.
- Take reasonable care of your own health and safety.
- Take reasonable care that your acts or omissions do not adversely affect the health and safety of others.
- Eliminate or report hazardous conditions and work practices that come to one's attention, and report promptly any incident that involves work-related injury or illness, a near miss or damage to property or the environment.
- Use properly and maintain, or seek replacement as necessary, all personal protective equipment provided for one's work health and safety.
- Consult within your work team during any risk assessment of tasks and ensure that any identified control measures are understood, in place and adhered to.
- In addition to the key duties and responsibilities, the position incumbent is responsible and accountable for adhering to Council's Employee Code of Conduct, all Council policies and supporting Council's overall Corporate Plan and objectives.

### **Performance / Skill Standards:**

#### Accountability

- Accountable to the Parks and Gardens Supervisor and / or Crew Leader.

#### Performance Standards

- Tasks allocated to the position shall be performed to agreed standards and in accordance with established procedural guidelines. Performance indicators shall be those as agreed with the Parks and Gardens Supervisor, Parks and Open Spaces Coordinator, Engineering Services Manager and / or Director Operations recognising those standards as outlined in Council's Corporate Plan and supporting Operational Plan.
- Work shall be performed in accordance with accepted industry standards, quality assurance standards and in compliance with Work Health and Safety Act and other legislative requirements or standards which may be appropriate and including Council policies, procedures and local laws.
- Allocated tasks shall be completed consistently within agreed time frames.
- Active participation in planning and recommending possible ways in which allocated tasks can be carried out more effectively and efficiently.
- Demonstration of a spirit of cooperation towards other employees and the achievement of Council's aims and objectives.



## ABOUT SOMERSET

### Our Values



### Our Vision

The Somerset region, with its unique identity and proud heritage, is vibrant, cohesive and connected, providing the foundations for a prosperous rural lifestyle.

### Our Mission

To provide leadership in making locally-responsive and informed decisions, focussing on our customer's needs to deliver the highest-quality efficient services and facilities to all communities of the Somerset region

### Lifestyle and Liveability

Located in the heart of south-east Queensland, [Somerset](#) is a large region of lakes and landscapes, in fact we've got 5,382km<sup>2</sup> of countryside for you to explore.

We're home to the Brisbane Valley Rail Trail, Australia's longest recreational rail trail, 161km of high-quality track just waiting for you to cycle, hike or horse-ride. Our lakes are second to none and the perfect spot to drop a line or take a dip. Thrill seekers are covered with a range of outdoor adventures from skydiving to horse-riding.

Somerset also boasts an abundance of art galleries brimming with creations produced by local, national and international artists. Council's iconic art gallery, The Condensery, attracts high profile artists from across the country and offers regular exhibition opening nights and workshops.

Our small friendly towns have everything you need for a rural lifestyle with the convenience of being a short drive to Brisbane or Toowoomba. Sporting and cultural activities are plentiful, as are community events, and we even have an old-school picture theatre.

Rush hour traffic? Forget it. When you live and work in Somerset, the work commute is likely to be through hills or paddocks under big blue skies. Parking is never a problem, and it's free. When you take a job with Somerset Regional Council, you're making a lifestyle choice.

### Location and Brief History

Somerset Regional Council was formed on 15 March 2008 following the amalgamation of Esk Shire and Kilcoy Shire Councils.

Somerset Regional Council has a Mayor and six (6) Councillors, each elected by their constituents and serving a four (4) year term.



This regional local government is an hour west of Brisbane and is the fastest growing local government area in south-east Queensland. It has strong agricultural, environmental, heritage and tourism values. It contains important vegetation and forest, areas of high scenic and landscape amenity and significantly, the key water catchments for southeast Queensland.

The Somerset region includes the five major townships of Esk, Fernvale, Kilcoy, Lowood and Toogoolawah. The region is home to approximately 25,000 people and is expected to grow to an estimated 34,500 by 2031. Somerset's neighbouring local governments are Lockyer Valley, Ipswich City, Brisbane City, Moreton Bay, Sunshine Coast, Gympie, South Burnett and Toowoomba.

Somerset Regional Council's logo represents the region's two major dams, with the larger body of water representing Wivenhoe and the smaller body being Somerset. The overall shape of the icon with the water flowing from Somerset to Wivenhoe creates the shape of a clear "S", which uniquely identifies this water graphic to be that of Somerset Regional Council.

### **Additional Information**

Additional information about Somerset Regional Council can be found at [www.somerset.qld.gov.au](http://www.somerset.qld.gov.au).

## **JOB APPLICATION GUIDELINES**

**Thank you for your interest in this advertised position with Somerset Regional Council.**

The following guidelines have been prepared for prospective candidates and include explanation on how to submit an application for employment with Team Somerset.

Applying for a job can be stressful so we have aimed to make our application process as simple as possible while gathering all the vital information required. Below is a summary of the application process which we encourage you to read before commencing your application.

### **Position Description**

The position description, listed in the application package, is the major source of information regarding the position you are applying for.

You should read this document carefully. It includes the following information:

- Details of the position
- Primary delegations, accountability and responsibilities
- Reporting / responsibility lines
- Performance criteria and measurements.

### **Applying - what do I need to submit?**

#### **Resume**

All applications must include a resume or curriculum vitae detailing your:

- Full name
- Current contact details including address, email and phone number
- Concise description of your employment experience, including dates
- Qualifications and achievements
- Names, position titles and contact numbers of at least two (2) recent referees.



**Cover letter** Your cover letter is an important element of the application, and it's where you can showcase how your experience, qualifications, skills and knowledge meet the specific requirements of the vacant role as listed in the position description.

Your cover letter should also contain information about you that outlines your interest in the vacant role and any unique skills / abilities that make you a good fit for the position.

### **The Selection Process**

All applications are assessed against the responsibilities and functions of the vacant role as outlined in the position description taking into consideration the following:

- Qualifications
- Relevant work experience
- Underpinning knowledge
- Skills and abilities.

Once shortlisted, suitable candidates will be contacted for interview. This will take in person or in some instances, via TEAMS.

### **The Interview**

Should you be invited to attend an interview it is important that you plan and prepare adequately. The interview provides the opportunity for the selection panel to confirm your experience, qualifications, knowledge, skills and personal qualities against the requirements of the role.

It also provides you with the opportunity to find out more about the position and Council.

All interviews are conducted by a selection panel, which would usually consist of two (2) to three (3) Council officers. During the interview you will be asked a series of questions to determine how well you meet the requirements of the role.

You will be notified of the outcome following the interview process. If you are unsuccessful, you will have the opportunity to obtain post-selection feedback from the HR team upon request.

### **Closing Date**

Applications should be submitted before 5pm on the closing date for the position and should be forwarded to:

**Email** [jobs@somerset.qld.gov.au](mailto:jobs@somerset.qld.gov.au)  
**Post** Chief Executive Officer, Somerset Regional Council, PO Box 117, Esk Qld 4312  
**Deliver** Chief Executive Officer, Somerset Regional Council, 2 Redbank Street, Esk

The position reference number must be included in your cover page. No folders please.

It is recommended each applicant contact Council to ensure the sent application has been received prior to the closing date.

If your application is likely to be late, please telephone before cut-off deadline and request permission for a late application to be accepted. Please note, only the Chief Executive Officer has the ability to accept a late application, and without prior approval it is unlikely to be accepted.

### **Privacy Collection Notice**

All personal information provided by applicants is protected in accordance with Council's Information Privacy Policy. As set out in the policy, Council respects and complies with its obligations under privacy legislation.





Submission of an application, resume and copies of qualifications and references constitutes permission to use the applicant's personal information as necessary for the purpose of selection for the vacant position and subsequent employment, if successful.

The information you provide as an applicant is used primarily by the selection panel to assess merit for a position. Access by other Council staff is limited to what is required to enable them to undertake associated administrative requirements, e.g. processing applications, arranging interviews and/or pre-employment assessments.

Consequently, any personal information gathered about applicants that does not become an employee record relating to the successful candidate/s will be destroyed at the conclusion of the selection process, unless the permission or consent of the candidate has been obtained to keep any such information.

## **CONDITIONS OF EMPLOYMENT**

### **Pre-Employment Checks**

As per Council's Fraud Management Policy, successful applicants will be requested to undergo a National Police Check prior to commencing work with Somerset Regional Council with the outcome acceptable to the Chief Executive Officer.

Other pre-employment checks, with outcomes to be acceptable to the Chief Executive Officer, may also be required including but not limited to:

- Medical / Functional Capacity assessment (including drug and alcohol screening)
- Blue Card for working with children.

### **Probation**

It is a standard for all Council employees to be placed on a probationary period of three (3) months upon commencement with performance being reviewed during this period.

A further probation period of up to three (3) months may be agreed to in writing if the required standards have not been met.

### **Hours of Work**

Permanent full-time employees currently work a 76-hour fortnight, incorporating a nine-day fortnight. The times below are the general start and finish times for the team. Some sections may work different hours depending on work requirements.

#### **Field personnel**

Start: 6am  
Finish: 3pm

#### **Administration personnel**

Start: 8am  
Finish: 5pm

As part of Certified Agreements, start and finish times may be altered by mutual agreement.

### **Superannuation**

As of 1 July 2017, all employees of Somerset Regional Council have a choice of superannuation fund. The Queensland Local Government Superannuation Scheme (Brighter Super) remains the default fund for all employees. Information on this scheme will be provided upon commencement.

### **Development and Training**





Council is aware of the need for the development of its team. Field and administration personnel have performance appraisals completed annually.

Employees are encouraged to undertake training relevant to their duties and to undertake study in approved courses.

### **Work Health and Safety**

All employees starting with Council must commit to the employee obligations of the Work Health and Safety Act, associated Regulation and Codes of Practice.

*Thank you for the interest in joining Team Somerset!*