



## **TEAM LEADER PARKS AND GARDENS**

The Shire of Broomehill-Tambellup is seeking a motivated, team-oriented person to fill the full-time position of Team Leader Parks and Gardens, based at our Tambellup Works Depot.

The position involves leading and working with a team in the management and maintenance of Council's parks, gardens, ovals, road reserves and other properties.

Experience in commercial horticulture is desirable, but a formal qualification is not essential.

For more information in relation to this position please contact the Manager of Works, Peter Vlahov on 0418 955642.

An application package can be downloaded at [www.shirebt.wa.gov.au](http://www.shirebt.wa.gov.au), or alternatively, please contact Louise on 9825 3555 or [exa@shirebt.wa.gov.au](mailto:exa@shirebt.wa.gov.au).

Applications will be accepted until 4.00pm on Friday 12 February 2021.

***The Shire of Broomehill-Tambellup is an equal opportunity employer.***

Keith Williams  
**Chief Executive Officer**



## **SHIRE OF BROOMEHILL-TAMBELLUP**

### **Vacancy Information Package**

#### **Team Leader Parks and Gardens**

### **About the Shire**

The Shire of Broomehill-Tambellup is a progressive rural community located within the Great Southern region of Western Australia, some 300km south east of Perth and 135 km north of Albany. The region is predominantly a sheep and grain producing area with a growing interest in viticulture and horticulture. The Shire has a population of approximately 1,100 and covers an area of 2,813 square kilometres.

The Shire has two towns, being Broomehill Village and Tambellup. Both towns offer the advantage of rural lifestyle with the convenience of most essential services, including recreation and leisure facilities, government, health and education services. Although the towns are small, they offer numerous sites of interest for tourists and travellers. The most well-known is the Holland Track, which starts at Broomehill and ends at Coolgardie.

### **Our Vision**

The shared vision of the Shire of Broomehill-Tambellup and the Community:

**Building prosperity, through individual commitment, partnerships  
and community spirit to enhance our way of life.**

*The Shire of Broomehill-Tambellup is an equal opportunity employer.*

### **Submitting an application**

#### **Guidelines**

These guidelines have been developed to assist you in preparing your application and to ensure all documentation is submitted with your application.

#### **Preparing your application**

Applicants who meet the essential criteria and who from their application appear to be competitive will be short listed for interview. This decision will be based on the information that is relevant to the position that you provide in your application. Your application should include the following information:

<b>Application form</b>	Please complete all sections and sign the declaration. Job applications which do not include a completed application form will not be considered.
<b>Covering letter</b>	State the identifying details of the position together with any relevant information of your availability for an interview. You may wish to summarise your application and emphasis your strongest points and achievements.
<b>Curriculum Vitae (resume)</b>	This is a summary of your work history and should start with the most recent or current position. You should include employment to and from dates, position title and details of duties. Please ensure you include your personal details; name, current address and telephone number. Also include qualifications and training achievements or any study you are currently undertaking and membership of professional bodies.
<b>Addressed selection criteria</b>	It is a requirement of your application that you address the selection criteria for the position you are applying for as outlined in the position description. The selection criteria are the qualifications, experience, knowledge, skills and abilities considered necessary to perform the functions of the position. This should include demonstrated capabilities by providing evidence of how you meet the selection criteria; provide specific details; and where possible, include an indicator of success or a result. An easy way to do this is to use the <b>STAR</b> model - that is: <b>Situation:</b> provide a brief outline of situation /setting <b>Task:</b> outline what you did <b>Approach:</b> outline how you did it <b>Result:</b> describe what the outcomes were.
<b>Referees</b>	You should contact your referees for their approval prior to being listed in your curriculum vitae/resume as they may be contacted. It is desirable that one referee be your current or a recent supervisor/manager. Provide names, work addresses and current contact telephone numbers for each referee. Only referees that are able to comment on your work experience (preferably against the selection criteria) should be included.

Please retain this section

<b>National Police Clearance / Working with Children Check</b>	Some positions may require preferred applicants to provide a recent National Police Clearance and/or Working with Children Check and these will be at the expense of the applicant. The police clearance should have been obtained within the three months prior to applying for or obtaining the position. The Working with Children Check must be valid at the time of application.
<b>Pre-employment medical / physical assessment</b>	In the course of the application and selection process you will be required to undertake a physical or medical assessment relevant to the duties in your position description to ensure we exercise our duty of care to our current and future workforce. <b>Drug and alcohol testing may be undertaken as part of this assessment.</b>

Only photocopies of your qualifications, certificates and the like should be attached to your application – please do NOT send originals. If applying for more than one position, separate applications must be submitted – one application for each position.

Applications will not be accepted after the closing date.

**Lodging your application:**

**By hand or by post to** Chief Executive Officer  
Shire of Broomehill-Tambellup  
46 - 48 Norrish St  
TAMBELLUP WA 6320

**By email to [exa@shirebt.wa.gov.au](mailto:exa@shirebt.wa.gov.au) , Attention: Chief Executive Officer. (We recommend that you contact Louise Cristinelli - Executive Assistant on 9825 3555 to confirm your emailed application has been received).**

**Applications must be received by one of the above methods, by 4.00pm, Friday 12 February 2021.**

<b>EMPLOYMENT CONDITIONS</b>	
<b>Location</b>	<i>Shire of Broomehill-Tambellup, based at the Tambellup Works Depot</i>
<b>Industrial agreement</b>	<i>Local Government Industry Award 2010 in conjunction with the Shire of Broomehill-Tambellup Operations Employees Enterprise Agreement 2019</i>
<b>Salary</b>	<i>Level 5-6 dependent on experience. Range - \$59,708 - \$60,649 per annum</i>
<b>Tenure</b>	<i>Full time permanent after satisfactory completion of mandatory three month probation</i>
<b>Hours of work</b>	<i>Employees work an 80.5 hour, nine day fortnight.</i>
<b>Probationary period</b>	<i>Mandatory three month period from commencement.</i>
<b>Superannuation</b>	<i>9.5% as per legislation, up to 5% additional with matching employee contribution</i>
<b>Annual leave</b>	<i>As per the National Employment Standards - 20 days per annum + 17.5% leave loading</i>
<b>Personal/carer's leave (recognised as sick leave)</b>	<i>As per the National Employment Standards - 10 days per annum</i>
<b>Long service leave</b>	<i>In accordance with the Local Government (Long Service Leave) Regulations and the Shire of Broomehill-Tambellup Operations Employees Enterprise Agreement 2019 - 13 weeks leave after ten years of service then 13 weeks leave for every seven years continuous service thereafter.</i>
<b>Pre-employment medical</b>	<i>Required. Medical assessment may include drug and alcohol testing.</i>
<b>Closing date</b>	<b>4.00pm Friday 12 February 2021</b>  <b>In the interest of fairness and equity, late applications will not be accepted.</b>
<b><i>The Shire of Broomehill-Tambellup is an equal opportunity employer</i></b>	

## SHIRE OF BROOMEHILL-TAMBELLUP

### POSITION DESCRIPTION

**1. TITLE PARKS AND GARDENS – TEAM LEADER**

**2. CONDITIONS OF EMPLOYMENT**

<b>Salary</b>	In accordance with the Shire of Broomehill-Tambellup Operations Employees Enterprise Agreement 2019
<b>Superannuation</b>	As per Legislation
<b>Hours of Work</b>	Employees work 80.5hours in a nine day fortnight.

**3. ORGANISATIONAL RESPONSIBILITY**

**Responsible to:**

<b>Direct</b>	Manager of Works Works Supervisor
<b>Indirect</b>	Chief Executive Officer

**4. WORK LOCATIONS**

Locations within the Shire of Broomehill-Tambellup  
Locations beyond the Shire of Broomehill-Tambellup upon occasion

**5. POSITION OBJECTIVES**

To provide leadership and manage a variety of labouring duties relating to town streets, parks, gardens, ovals and open spaces.

To work with mutual respect and collaboratively with staff to challenge and learn from each other, recognizing each other's strengths and skills.

The safe and efficient operation, maintenance and use of Shire plant, equipment and materials, and associated labouring duties in the delivery of Council's works program.

**6. DUTIES AND RESPONSIBILITIES**

- Provide leadership to the parks and garden team to effectively and efficiently manage all town streets, parks, gardens, ovals and open spaces
- In consultation with the Manager of Works, undertake planning to effectively deliver the requirements of the Parks and Gardens work area.
- Carry out a broad range of labouring duties relating to town streets, parks, gardens, ovals and open spaces in accordance with programming and/or performance expectation, including:
  - Mowing
  - Weeding
  - Whipper snipping
  - Watering
  - Mulching
  - Planting, maintenance, trimming and removal/replacement of trees and shrubs

- Cleaning and inspection/maintenance of park equipment, benches, tables, playground, etc.
  - Reticulation repairs
  - On ground rubbish collection
- Undertake planting of areas from plans supplied and/or carry out the replacement of established gardens including where appropriate brick, block or slab paving, signs and other park fixtures or furniture making recommendations to develop layout/design for associated works
- Carry out, as authorised, the spraying of garden beds, parks and other Council owned property, as prescribed, with weedicide or pesticides, in accordance with training and skills acquired, manufacturers application rates, the requirement of the material safety data sheets and any formal procedures and practice in place for which clearance has been issued
- Establish and maintain an efficient watering schedule for all town parks, ovals, gardens and community areas, this may include completing irrigation repairs.
- Operate, in a safe and efficient manner, a range of minor and specialist hand tools and ensure that Councils tools, equipment, machinery and plant are kept in good working order and are used in accordance with the operator's manual, Council guidelines and relevant legislation
- Coordinate and carry out daily routine maintenance of plant and equipment to ensure safe and efficient operation.
- Advise Council's Workshop Supervisor of any maintenance and repairs required to plant and equipment.
- Perform assigned tasks as an individual or as part of a team in an efficient and professional manner, having respect for budget allocation, colleagues and other Council staff, ratepayers and members of the general public, Council plant, tools, equipment and machinery, externally hired plant, tools, equipment and machinery and external contractor's materials
- Ensure all employees under the Team Leaders direction utilise appropriate Personal Protective Equipment (PPE) as required.
- Actively seek opportunities to implement change that will contribute to improved efficiency and operations of Council
- Undertake other duties as directed by the Chief Executive Officer, Manager of Works or Works Supervisor, consistent with skills, competence and training which contribute to the effectiveness of Council's operations including, but not limited to, labouring, operation of other plant which you are licensed for.

## **7. EMPLOYEES RESPONSIBILITY**

### **Risk Management**

- Comply with the Shire's Risk Management Policy and Procedures
- Actively participate in the Risk Management Program and Organisational Performance review and Evaluation Program.
- Actively participate in the Shire's Continuous Improvement Program
- Conform with the duty of care requirements ensuring their own safety and that of others through the prevention of any adverse acts or omissions
- Comply with safety procedures and instructions as directed by nominated or elected health and safety representatives

- Must not willfully interfere with or misuse items or facilities provided in the interests of safety and health of Council employees
- Must, in accordance with Council procedures in accident and incident reporting, report potential and actual hazards and accidents/incidents to their supervisor and/or safety and health representatives
- Must cooperate with the employer in the carrying out of their obligations(S 20 OS&H Act)
- Must comply with the Council Work Injury Management Program

#### **8. WORKPLACE PROTOCOL**

- Staff should start no later than the assigned time and arrive some ten (10) minutes prior to start time
- If illness occurs, staff should telephone preferably half an hour prior to the days shift
- All work areas are to be kept in a clean and tidy manner at all times
- In all instance of overtime, no payment or time in lieu will occur unless authorised by the relevant manager
- All Council employees shall abide by and uphold Council's Code of Conduct and respect the image and ethos of Council, to provide superior services to our clients and community
- Employees are to ensure that all licenses are maintained and that they do not operate plant and equipment for which they are not licensed or competent. The Chief Executive Officer shall be informed within two working days upon loss, suspension or expiry of any work related license

#### **9. TRAINING AND DEVELOPMENT**

- To be negotiated upon an annual basis with the Manager of Works

#### **10. KNOWLEDGE, EXPERIENCE AND QUALIFICATION**

- Proven ability to lead a team
- Proven ability to work within a team based environment
- Organisation and time management skills
- Developed verbal and written communication skills
- Ability to work unsupervised and to follow detailed instructions
- Working knowledge and proven commitment to Workplace Health and Safety
- Full licenses and accreditations with relevant governing bodies for plant operations and specialised tasks
- Working knowledge of Council operations and Quality Assurance principles

#### **11. SELECTION CRITERIA**

##### **Essential**

- Demonstrated ability to lead staff and complete tasks using judgement and initiative.
- Demonstrated ability and commitment to work co-operatively as part of a team
- Demonstrated experience in safe and efficient practices in carrying out gardening / horticultural works (i.e. gardening, reticulation, tree pruning, planting and weed control/identification), townsite maintenance, inspections and repairs (play equipment, seats, shelters)

*Please retain this section*

- Demonstrated experience and skills in the safe use of small plant and equipment (including but not limited to hand tools, whipper snipper, chain saw, mowers, trucks, backhoe, skid steer) and ability to carry out minor servicing and maintenance on equipment.
- Sound literacy, numeracy and verbal communication skills
- White Card
- Current minimum 'MR' class drivers licence.
- Working knowledge and proven commitment to Workplace Health and Safety
- Willingness, physical capacity and fitness to carry out key duties of the position.

**Desirable**

- Relevant industry qualifications including chainsaw operations, chemical accreditation (ChemCert or other)
- Horticultural or turf qualifications.

*Council reserves the right to amend this position description from time to time to meet the future needs of the Shire of Broomehill-Tambellup.*

**SHIRE OF BROOMEHILL-TAMBELLUP**  
**POSITION: TEAM LEADER PARKS & GARDENS**

**Application Form**

<b>PERSONAL DETAILS</b>		
Surname		
Given names		
Street address		
Suburb	State	Postcode
Mobile phone	Other (work/home)	
Email address		
Do you have a valid WA driver's licence?      Yes <input type="checkbox"/> No <input type="checkbox"/>		
Class:	Licence number: Please bring your driver's licence with you if you are invited for an interview.	
<b>Police and other Clearances:</b> <i>This position requires you to have a Police Clearance, please bring your certificates to the interview.</i>		
Are you an Australian Citizen?      Yes <input type="checkbox"/> No <input type="checkbox"/>		
Are you currently on a working visa?      Yes <input type="checkbox"/> No <input type="checkbox"/>		
If "yes" please provide details .....		
<b>EDUCATION AND QUALIFICATIONS</b>		
Institute	Qualification	Completion Date
<b>OTHER RELEVANT SKILLS AND CERTIFICATIONS (e.g. First Aid)</b>		

Please return this section with your application documents

EMPLOYMENT HISTORY	
Most recent employer/Company Name:	
Position held:	
Start date:	End date:
Description of duties:	
Reasons for leaving:	
Previous employer/Company Name:	
Position held:	
Start date:	End date:
Description of duties:	
Reasons for leaving:	
Previous employer/Company Name:	
Position held:	
Start date:	End date:
Description of duties:	
Reasons for leaving:	
<b>HEALTH QUESTIONNAIRE</b>	
Do you suffer form any injury, illness or disability that may impact on the tasks required to fulfil this position?	
Yes, please complete below <input type="checkbox"/> No <input type="checkbox"/>	
Please note, disclosure of any illness, injury or disability will not exclude an applicant from employment. The Shire of Broomehill-Tambellup has a Duty of Care to all employees and disclosure of a pre-existing condition may require adjustments to the workplace to ensure the reduction of potential harm.	
Have you ever had a workers' compensation claim?	
Yes, please complete below <input type="checkbox"/> No <input type="checkbox"/>	
Reference is made to Div.8 Section 79 of the Worker Compensation and Injury Management Act 1981	
Description of injury, illness or disability (nature, date occurred, duration, employer)	

Please return this section with your application documents

<b>PROFESSIONAL REFEREES</b>				
Name	Company	Position	Contact Phone	Contactable immediately?
				Yes <input type="checkbox"/> No <input type="checkbox"/>
				Yes <input type="checkbox"/> No <input type="checkbox"/>
				Yes <input type="checkbox"/> No <input type="checkbox"/>

  

<b>HOW DID YOU LEARN ABOUT THIS OPPORTUNITY</b>				
<input type="checkbox"/> West Australian	<input type="checkbox"/> Seek	<input type="checkbox"/> Other online recruitment agency	<input type="checkbox"/> Shire Website	<input type="checkbox"/> Professional Association/Institute
<input type="checkbox"/> Referral	<input type="checkbox"/> LG Net	<input type="checkbox"/> Local Newspaper	<input type="checkbox"/> Educational Institute	<input type="checkbox"/> Other (please give details)

  

<b>ATTACHMENTS</b>	
Please include the following documents with your application:	
Cover Letter <input type="checkbox"/>	Resume <input type="checkbox"/>
Are you currently or have you worked for the Shire in the past?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Are you currently or have you been placed at the Shire by a recruitment agency in the past 12 months?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If 'YES', provide Position Title .....	
I consent to any reference checks which may be necessary to support my applicaiton	Yes <input type="checkbox"/> No <input type="checkbox"/>

  

<b>Health</b>
Applicants who are successful in the short listing process may be subject to a pre–employment medical as part of the Shire’s recruitment process. At this stage applicants may be required to disclose any prior workers compensation claim/s and details of any previous or current medical condition/s or restriction/s that may impede their physical ability to perform the role they have applied for.
<b>I understand and agree to these terms and conditions</b> <span style="float: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></span>

  

<b>Applicant declaration</b>
I certify that my answer to each of the above questions is true and this information is correct. I understand that any misrepresentation of facts in this application could be cause for instant termination if I am employed with the Shire.  <i>If you are successful in your application your form will become part of your employment record.</i>
<b>Signed:</b> ..... <b>Date:</b> .....