



EMPLOYMENT AND LIFESTYLE
INFORMATION PACKAGE

Shire of opportunity





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ABOUT

Banana Shire Council Employment and Lifestyle Information Package 2020 highlights Council's commitment to assisting employees to achieve a satisfying work/life balance by outlining a range of work, lifestyle and livability benefits available to employees of the Banana Shire Council.

The Employment and Lifestyle Information Package is reviewed annually and is current at the time of publication.

MESSAGE FROM THE CEO

Banana Shire Council is on a growth trajectory with several opportunities in the pipeline with new industries. We have a dedicated workforce of 300+ employees and a values-led leadership team who manage sustainability and growth. We are inviting applications from Infrastructure Leaders to join our journey to grow and sustain the Infrastructure Services for Banana Shire Council. It is a unique leadership opportunity to be part of our Infrastructure Team to strategically improve the shires Infrastructure and assist to improve systems and processes, working collaboratively with all. We provide competitive remuneration, and support on-going professional development with excellent work-life balance. The position is based at Biloela; a welcoming and progressive community that boasts excellent education and medical facilities and ample employment opportunities.

We are an equal employment opportunity employer and invite applications from all suitable candidates.

If you are a values-led leader who look to the future and want to make a difference within our shire, I encourage you to explore the opportunity.

Kind regards
Tom Upton
CEO
Banana Shire Council



IDYLIC REGIONAL LIFESTYLE

Banana Shire provides the best of both worlds - a safe, comfortable regional lifestyle in communities that provide all the essentials, while being only a short drive away from some of Queensland's best beaches and busy regional cities.

LOCATION

Banana Shire is situated in Central Queensland, Australia. It is 120 km west of the growing industrial city and port of Gladstone and an easy drive to the city of Rockhampton.

DIVERSE RANGE OF JOB OPPORTUNITIES

The region is blessed by a diverse range of mining, manufacturing and agricultural industries which provide employment for various professionals, qualified trades people and also provides entry level opportunities for interested individuals.

PREMIUM SERVICES

The Shire is supported by high quality service providers. These include numerous child care facilities, eleven public primary schools, three private primary schools, two high schools, three prep to year 10 schools. The Shire also possesses hospital and GP services the envy of most rural and regional communities with the hospitals in Biloela and Moura recently under going multi-million upgrades. In addition the Shire hosts most churches and their associated

groups, five public hospitals, and most business and popular sports. Biloela has an excellent PCYC complex.

MYRIAD SPORT & RECREATION

Banana Shire provides a variety of recreation, employment, education and lifestyle options. Sport and recreation play a major role in the lifestyle of Banana Shire residents with over 470 different community and sporting groups to choose from.

MULTI-CULTURAL MIX

Biloela is internationally recognised for the warm welcome it provides to foreign and non-english speaking residents. This has develop a wonderfully multi-cultural community which is celebrated by all its residents

NATURAL WONDERS

The Shire has many natural attractions including gorges, rivers and National Parks such as the Dawson River and Expedition National Park, Kroombit Tops National Park, Lake Murphy and Mt Scoria Conservation Parks, and Isla Gorge.

OUTDOOR ADVENTURES

The Dawson River and Callide Dam provide opportunities for fishing and water sports. The Shire can also provide many adventures for the 4WD enthusiast.



WHY WORK AT COUNCIL?

Council offers its employees a balance of rewarding roles, career development opportunities, a commitment to providing a healthy and safe work environment and has a driven culture. There are job opportunities for people who like working outdoors to create a better environment, jobs working with people of different ages and cultural backgrounds and jobs planning services that will shape the community in the future.



ENTERPRISE AGREEMENT

Where stated, the provisions of Council's Enterprise Agreement apply, providing expanded entitlements and conditions of employment not covered by the Award.

SUPERANNUATION

Council offer attractive superannuation packages for all employees of Council, making contributions of up to 12% to the superannuation fund of the employee's choice.

LEAVE ENTITLEMENTS

Employees are entitled to various types of leave including Annual Leave, Long Service Leave, Parental Leave, Domestic Violence Leave and Personal Leave.

EMPLOYEE ASSISTANCE

A confidential employee assistance program is available to all Council employees (and direct family members of staff). This service is free of charge and assists staff with any work related or personal issues.

FLEXIBILITY AND ROSTERED DAY OFF

Council operates a nine-day Accrued Day Off Scheme (more commonly referred to as an RDO in our organisation). Flexible working arrangements may also be available to employees.

SALARY SACRIFICE

Eligible employees of Council can access salary sacrifice options that include novated leases and personal superannuation contributions.

PROFESSIONAL DEVELOPMENT

Council is committed to the career development of its employees, and is active in identifying and supporting opportunities for employees to develop within their role and upwards within the organisation. Support including internal and external training, payment of professional fees and study assistance programs are available.

EQUAL OPPORTUNITY EMPLOYMENT

Council is proud to be an equal opportunity employer. We ensure that equal employment opportunity principles are incorporated into all policies, procedures and processes within the organisation. Council commits to a working environment that is free from discrimination and harassment.

HEALTH AND FITNESS INITIATIVES

Council provides employees with access to programs such as flu vaccines, skin checks and discounted private health insurance options. Corporate discounts at Anytime Fitness and assistance to employees interested in quitting smoking is also available.

QUICK FACTS ABOUT BANANA SHIRE

COUNCIL SERVICES

- Road network
 - State road 838km
 - Council - sealed 1,123km and unsealed 2,885km
- Aerodromes: Certified 2 and other 4
- Water treatment plants: 5
- Sewerage Treatment Plants: 4
- Public Swimming Pools: 3
- Community Centres/Hall: 6
- Libraries: 4
- Mobile Library: 1

SHIRE STATISTICS

- Area: 28,577km²
- Population: 15,209
- Main Administration Centre: Biloela
- Other Towns & Villages: Banana, Baralaba, Cracow, Dululu, Goovigen, Jambin, Moura, Rannes, Taroom, Thangool, Theodore & Wowan



ABOUT THE POSITION

Director Infrastructure Services

Vacancy Reference Number: VRN22/23-104

Department: Infrastructure

Location: Biloela

Employment Status: Contract Position

Recruitment Commences: 8 March 2023

Recruitment Closes: 22 March 2023

Remuneration: To be Negotiated

Banana Shire Council has an exciting opportunity for a suitably experienced and motivated individual to lead the Infrastructure Team in providing timely and accurate delivery of all Infrastructure Works.

To be considered for this role you must be able to demonstrate or possess:

- Bachelor degree or postgraduate studies in Engineering, or a related discipline would be highly regarded, combined with extensive experience in an equivalent position, preferably in a similar sized organisation operating a diverse range of functions / operations
- Eligible for corporate membership of IEAUST [Institute of Engineers Australia]
- Demonstrated ability to lead a multi-disciplinary team to achieve the objectives of Council
- RPEQ registration in Civil Engineering
- Current 'C' class Driver's Licence

In addition to conditions that are the envy of the private sector, we offer flexible work arrangements, an unbeatable work/life balance and education and professional development support. Banana Shire Council also assists eligible employees with costs of relocation (as well as rental assistance for up to six months). The Total Remuneration Package includes; salary, superannuation, a vehicle, phone, laptop and professional fees.



TO APPLY

Submit the following documentation via email or in person:

- Application for Employment
- Cover Letter
- Resume
- Copies of any relevant Qualification/Tickets/Licences

Email: enquiries@banana.qld.gov.au

In person: Banana Shire Council Admin Office, Valentine Plains Road, Biloela



ADVICE TO APPLICANTS

You will be shortlisted in consideration of your merit and suitability to the role based on information provided in your application.

Your Cover Letter should outline qualifications, education and licences as well as abilities, skills and knowledge found on page two of the Position Description. Ensure you provide relevant examples where you have demonstrated your ability to perform the duties and responsibilities required in the Position Description.

Successful applicants are assessed through the written application, followed by the recommendation of the interview panel and reference checks. Some positions may also require a pre-employment medical as part of the process.



Shire of opportunity



PO Box 412, Biloela Qld 4715



Telephone (07) 4992 9500



Email - enquiries@banana.qld.gov.au
www.banana.qld.gov.au

BANANA SHIRE COUNCIL APPLICATION FOR EMPLOYMENT

APPLICANT DETAILS							
POSITION APPLYING FOR:					VRN:		
FAMILY NAME:					GIVEN NAME(S):		
TITLE: <input type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Miss <input type="checkbox"/> Ms <input type="checkbox"/> Other _____							
MAILING ADDRESS:					MOBILE NO:		
POSTCODE:					TELEPHONE NO:		
EMAIL ADDRESS:							
IN ORDER FOR BANANA SHIRE COUNCIL TO MONITOR ITS ADVERTISING, COULD YOU PLEASE INDICATE WHERE YOU SAW THIS POSITION ADVERTISED?							
<input type="checkbox"/> Facebook		<input type="checkbox"/> SEEK		<input type="checkbox"/> LinkedIn			
<input type="checkbox"/> Newspapers _____		<input type="checkbox"/> Posters/Mail outs		<input type="checkbox"/> The Australian Local Government Job Directory			
<input type="checkbox"/> Banana Shire Council Website		<input type="checkbox"/> On-Line (Please specify website) _____					
ELIGIBILITY TO WORK IN AUSTRALIA (Originals must be presented upon, or prior to, commencement of employment as requested by Council)							
Are you an Australian/New Zealand citizen or Permanent Resident? Yes <input type="checkbox"/> No <input type="checkbox"/>							
If no, do you have a working visa? (Please specify type) Yes <input type="checkbox"/> No <input type="checkbox"/>							
LICENCES (Originals must be presented upon, or prior to, commencement of employment as requested by Council)							
Class of Licence:	<input type="checkbox"/> Car (C)	<input type="checkbox"/> LR	<input type="checkbox"/> MR	<input type="checkbox"/> HR	<input type="checkbox"/> HC	<input type="checkbox"/> MC	<input type="checkbox"/> RE/R
<input type="checkbox"/> Open <input type="checkbox"/> Provisional <input type="checkbox"/> Learners							
Licence issued in	<input type="checkbox"/> Queensland		<input type="checkbox"/> Another State/Territory		<input type="checkbox"/> Another Nation		
PLANT OPERATOR TICKETS (Originals must be presented upon, or prior to, commencement of employment as requested by Council)							

Please list the **current** Plant Operator Tickets you possess **(Please provide details on a separate sheet if necessary)**:

BLUE CARD (Originals must be presented upon, or prior to, commencement of employment as requested by Council)

Do you possess a Blue Card issued by the Commissioner for Children and Young People and Child Guardian? ☐ Yes ☐ No

WHITE CARD (Originals must be presented upon, or prior to, commencement of employment as requested by Council)

Do you possess a White Card (QLD General Safety Induction [Construction Industry] Certification)? ☐ Yes ☐ No

QUALIFICATIONS (Please provide details on separate sheet if more than one Qualification is held)

Level of Qualification: ☐ Masters ☐ Post Graduate ☐ Degree ☐ Diploma ☐ Certificate/Trade ☐ School

Course Name:

Year Qualification Obtained:

Educational establishment where qualification attained: ☐ University ☐ TAFE ☐ Other Training Centre ☐ School

Name of Establishment: _____ Country (If outside Australia): _____

REASONABLE ADJUSTMENTS

Should you be shortlisted, are there any considerations that Council need to be aware of to make reasonable adjustments? Yes ☐ No ☐

If yes, please state details:

WORK RELATED REFEREES

Name: _____ Mobile phone No : _____

Organisation: _____ Business phone No: _____

Name: _____ Mobile phone No : _____

Organisation: _____ Business phone No: _____

EMPLOYMENT HISTORY (Mandatory)

Employer	Length of Service	Year Completed Service	Summary of duties	Business phone no.

I hereby grant Banana Shire Council Human Resource Business Partner permission to contact the Payroll department of the above mentioned Employer to confirm the following;

1. Length of Service
2. Position Title held at time of resignation

PERMISSION/DECLARATIONS

- To avoid any potential conflict of interest in appointing an independent interview panel, please advise if you have an association with or connection to current members of staff. Note: this information is confidential and will only be used to select an independent interview panel.

☐ Yes ☐ No

If yes, please indicate persons you have an association with: _____

- I certify that all answers and statements on this Application Form and any attachments thereto are true and complete to the best of my knowledge. I understand that, should I provide untruthful or misleading information, this application may be rejected or my employment with Council subsequently terminated.
- I agree to complete the Health Declaration Form and agree to a medical examination with Council's medical practitioner if required by Council.
- I authorise Council to conduct Police Search checks for any offences that may be recorded against me. I understand that an adverse result may affect my employment or potential employment opportunities with Banana Shire Council.
- I authorise Council to contact my listed referees and the Employer's Payroll Department for employment purposes only.

Name: _____ Signature: _____ Date: _____

PRIVACY COLLECTION NOTICE:

The personal information gathered by Banana Shire Council on this form is for recruiting purposes only and will not be used for any other purpose or given to any other party unless you have consented or Council is required or authorised by law to do so.

Thank you for applying for this position. Council welcomes copies of supporting documentation and your resume, however original documents and presentation folders will not be returned

Director Infrastructure Services POSITION DESCRIPTION

POSITION DETAILS

Position Title:	Director Infrastructure Services		
Classification:	Contract	Position Status:	Full time
Employment Conditions:	Contract		
Department:	Infrastructure Services	Location:	Biloela (with site visits across the shire)
Reports to:	Chief Executive Officer	Number of reports:	4

ABOUT COUNCIL

Our Vision

“Shire of Opportunity”

To improve the quality of life for our communities through the delivery of efficient, effective and sustainable services and facilities.

Our Mission

Our Council is committed to promoting and striving for continuous improvement in all that we do, for the benefit and growth of the whole of our Shire.

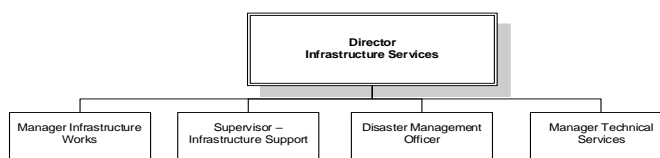
Our Values

- Advocacy for our people
- Effective and responsive leadership
- Integrity and mutual respect
- Honesty, equity and consistency in all aspects of Council’s operations
- Quality of service to our citizens
- Work constructively together, in the spirit of teamwork
- Sustainable growth and development

GENERAL POSITION INFORMATION

To provide effective leadership of Council’s Infrastructure Service Directorate to meet Council’s key Corporate and Operational Plans.

ORGANISATIONAL REPORTING ARRANGEMENTS



DUTIES AND RESPONSIBILITIES

Operational Management

- Responsible for the management and review of Council's Infrastructure Services operations
- Provide leadership to the Directorate
- Provide high level of service standards to meet Industry Best Practice
- Develop and maintain relationships with key stakeholders including development and participation in industry alliances
- Preparation of Directorate reports for Council
- Responsible for policies and procedures related to the Directorate
- Assist the Chief Executive Officer and undertake duties as directed

Technical Operations

- Responsible for the operation and delivery of Council's Technical Services function
- Responsible for meeting Council's quality assurance requirements

Infrastructure Operations

- Responsible for the operation and delivery of Council's Infrastructure Services portfolio
- Ensure long-term sustainability of Council's roads, streets, drainage and parks and open spaces
- Ensure infrastructure is designed to, constructed to, and meets Australian and Council standards
- Responsible for Council's Contract and Private Works operation

Departmental Financial Management

- Develop Directorate budget annually in line with Council's Corporate Plan and Operational Plan
- Responsible for monitoring and compliance with approved Directorate budget

Disaster Management

- Ensure effective and efficient response to natural and man-made disasters within the Shire
- Ensure responses are in accordance with legislative requirements
- Oversee Council's overall Disaster Management function
- Fulfil all responsibilities of the role of Council's Local Disaster Co-Ordinator
- Participate in training exercises and responses to Disaster Management and Recovery as required

Departmental WHS Management

- Responsible for the management of Council's Workplace Health & Safety activities / functions
- Drive WH&S outcomes in line with Council's Safety Management System, demonstrating high personal commitment and performance in safety outcomes

QUALIFICATIONS, EDUCATION AND LICENCE REQUIREMENTS

Compulsory

- Bachelor degree or postgraduate studies in Engineering, or a related discipline would be highly regarded, combined with extensive experience in an equivalent position, preferably in a similar sized organisation operating a diverse range of functions / operations
- Eligible for corporate membership of IEAUST [Institute of Engineers Australia]
- Demonstrated ability to lead a multi-disciplinary team to achieve the objectives of Council
- RPEQ registration in Civil Engineering
- Current 'C' class Driver's Licence

ABILITIES, SKILLS AND KNOWLEDGE REQUIRED

Compulsory

- Demonstrated effective strategic leadership and management experience
- Demonstrated experience in the management of technical planning projects including:
 - Operational Management
 - Technical Operations
 - Infrastructure Operations
 - Departmental Financial Management
 - Disaster Management
 - Departmental WHS Management
- Leadership and coordination skills, with the ability to stimulate a high level of performance and foster teamwork across a varied and multidisciplinary workforce.
- Excellent interpersonal skills, verbal and written communication skills, together with high level negotiation and conflict resolution skills.
- Good understanding of and commitment to EEO and WHS principles and practices.

CORPORATE OBLIGATIONS

The Employee agrees to comply with the following:

- Workplace Health and Safety policies and procedures
- Customer service standards

Council is an Equal Employment Opportunity Employer

- Council's Code of Conduct
- Council's Environmental Policy
- Human rights legislation, actively promoting its principles in all activities
- Human Resources policies and procedures
- Financial Management policies and procedures
- Records Management policies and procedures
- Disaster Management policies and procedures

SPECIFIC CONDITIONS/REQUIREMENTS

- The employee acknowledges that this role requires them to hold and maintain a class 'C' manual drivers licence and that the loss of licence may jeopardise employment with Council
- The employee agrees to be available for work on weekends and public holidays as required

ACKNOWLEDGEMENT

This position description outlines the responsibility level of the role and the general nature of work to be performed in this role. Your Supervisor will facilitate training and provide guidance on the specific requirements of the role. By signing this document you understand this and commit to the corporate obligations and specific conditions/requirements of the role as listed above and understand that failure to comply may jeopardise your employment with Council.

Name:

Signature:

Date: