



Employment Application Pack

Position Title:	Project Officer – Safety, Risk and Compliance
Vacancy Reference Number:	VRN25/26-105
Department:	Executive Services
Location:	Biloela
Employment Status:	Full Time, Maximum Term
Remuneration	\$82,572.44 to \$93,983.91 Level 3 to 4 LGIA Stream A
Recruitment Commences:	24 February 2026
Recruitment Closes:	10 March 2026

TO APPLY

Submit the following documentation via email or in person:

- Application for Employment
- Cover Letter
- Resume
- Copies of any relevant Qualification/Tickets/Licences **are** required to be submitted (please also include details in the application form)

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.

Email: enquiries@banana.qld.gov.au

In person: Banana Shire Council Administration Office, 62 Valentine Plains Road, Biloela

BANANA SHIRE COUNCIL APPLICATION FOR EMPLOYMENT

APPLICANT DETAILS								
POSITION APPLYING FOR: Project Officer – Safety, Risk and Compliance					VRN 25/26-105			
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? <input type="checkbox"/> Yes <input type="checkbox"/> 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)? <input type="checkbox"/> Yes <input type="checkbox"/> No								
QUALIFICATIONS (Please provide details on separate sheet if more than one qualification is held)								
Level of Qualification: <input type="checkbox"/> Masters <input type="checkbox"/> Post Graduate <input type="checkbox"/> Degree <input type="checkbox"/> Diploma <input type="checkbox"/> Certificate/Trade <input type="checkbox"/> School								
Course Name:					Year qualification obtained:			
Educational institution where qualification attained: <input type="checkbox"/> University <input type="checkbox"/> TAFE <input type="checkbox"/> Other Training Centre <input type="checkbox"/> School								
Name of institution: _____ Country (If outside Australia): _____								

REASONABLE ADJUSTMENTS

Should you be shortlisted, are there any considerations that Council needs to be aware of in order 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 service completed	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 nominated medical practitioner if required.
- 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.



Project Officer – Safety, Risk and Compliance

POSITION DESCRIPTION

POSITION DETAILS

Position Title:	Project Officer – Safety, Risk and Compliance		
Classification:	Level 3 - 4	Position Status:	Maximum Term 6 Months
Employment Conditions:	Queensland local Government Industry Award (Stream A) – State 2017 Banana Shire Council Certified Agreement 2024		
Department:	Executive Services	Location:	Biloela
Reports to:	Principal WHS Advisor	Number of reports:	0

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.

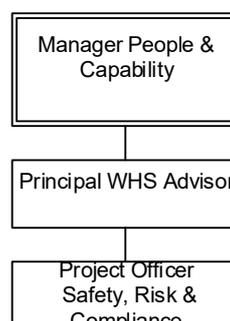
Our Values

- 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

This temporary project role provides dedicated support to develop, implement and embed a centralised system for Take 5 Matrix compliance, calibration management and quality documentation processes. The position will coordinate project activities, undertake reviews, and establish sustainable practices that support Council’s upcoming Quality Audit and ongoing operational requirements.

ORGANISATIONAL REPORTING ARRANGEMENTS



Project Officer – Safety, Risk and Compliance POSITION DESCRIPTION

DUTIES AND RESPONSIBILITIES

- Develop and implement a centralised system to ensure adherence to the Take 5 Matrix across relevant work areas
- Coordinate the distribution, completion, return and central recording of RMPC and other Take 5 documentation
- Establish processes for ongoing review, quality checking and oversight of Take 5 submissions.
- Provide training, guidance and support to staff to ensure consistent application of Take 5 requirements
- Support organisational readiness for the upcoming Quality Audit by ensuring required documentation, evidence and records are complete, accurate and accessible
- Identify gaps in current processes and recommend improvements to strengthen compliance
- Develop a system to align calibration processes with Quality requirements, including schedules, registers, documentation and reporting
- Assist with reviewing, updating and streamlining HR, WHS and Quality documentation to ensure consistency, compliance and currency
- Support the development of improved document control processes, templates and workflows
- Liaise with the Governance team to ensure alignment with corporate frameworks
- Plan, prioritise and coordinate project tasks to meet milestones
- Undertake research, compile data and prepare project reports, registers and supporting documentation
- Maintain accurate records and ensure all project outputs are documented and handed over at project completion
- Administrative support for RMPC meeting and saleyards coordination committee
- Contribute to the continuous improvement of Council's operational processes
- Liaise with clients, Council staff, the public, consultants, utility providers and government authorities as required
- Undertake routine administrative tasks relevant to the position
- Assist senior staff to improve work processes and develop new practices
- Participate in training, exercises and response activities for disaster management and recovery
- Undertake other relevant duties as directed, consistent with skills, competence and training
- Promote the image of Council and maintain high standards of public relations.

QUALIFICATIONS, EDUCATION AND LICENCE REQUIREMENTS

Compulsory

- Relevant qualification in business, administration, WHS, Quality or equivalent experience
- Demonstrated experience supporting compliance, safety, quality or governance functions
- Queensland 'C' Class driver's licence (minimum provisional).

ABILITIES, SKILLS AND KNOWLEDGE REQUIRED

Compulsory

- Strong organisational, planning and time-management skills with the ability to manage competing priorities
- Well-developed written and verbal communication skills
- High level of computer literacy, including MS Office and capacity to learn Council systems
- Demonstrated ability to maintain confidentiality and handle sensitive information appropriately
- Understanding of WHS, Quality and governance principles
- Strong attention to detail and commitment to accuracy in documentation and record-keeping
- Ability to work independently and collaboratively within multidisciplinary teams.



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CORPORATE OBLIGATIONS

The Employee agrees to comply with the following:

- Workplace Health and Safety policies and procedures
- Customer service standards
- Council's Code of Conduct
- Environment and Sustainability policy and procedure
- 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 driver's licence and that the loss of licence may jeopardise employment with Council.

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: