



Employment Application Pack

Position Title:	Supervisor – Council Services Support
Vacancy Reference Number:	VRN25/26-097
Department:	Council Services
Location:	Biloela
Employment Status:	Full Time, Maximum Term
Remuneration	\$89,051.92 Level 4 LGIA Stream A
Recruitment Commences:	16 February 2026
Recruitment Closes:	2 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: Supervisor – Council Services Support		VRN 25/26-097
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.



Supervisor – Council Services Support POSITION DESCRIPTION

POSITION DETAILS

Position Title:	Supervisor – Council Services Support		
Classification:	Level 4	Position Status:	Maximum Term, Full Time
Employment Conditions:	Queensland Local Government (Stream A) Award – State 2017 Banana Shire Council Certified Agreement – 2024		
Department:	Council Services	Location:	Biloela
Reports to:	Director Council Services	Number of reports:	5

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.

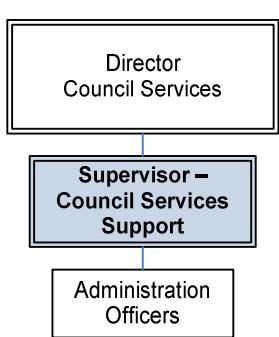
Our Values

- 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 confidential executive level administrative support to the Director Council Services and Managers of the Council Services department and to coordinate the administration functions of the department in accordance with Council policies and best practice.

ORGANISATIONAL REPORTING ARRANGEMENTS





Supervisor – Council Services Support POSITION DESCRIPTION

DUTIES AND RESPONSIBILITIES

- Provide administrative support and assistance to the Directors and Managers
- Prepare correspondence, reports, agendas and minutes as required for the Department
- Act as the first point of contact for customer enquiries
- Delegate, coordinate and supervise the work of administrative employees, trainees and volunteers in the Department
- Liaise and coordinate with departmental Managers and Coordinators on corporate tasks and timelines
- Respond promptly and professionally to internal and external customers
- Schedule and coordinate appointments, diary and travel arrangements
- Coordinate administrative staff meetings
- Develop, document, implement and review relevant policies, procedures, administrative systems and processes
- Ensure deadlines for meeting reports are met
- Register correspondence into Council's Electronic Data Management System
- Assist in the budget process as required
- Oversee the integrity of departmental databases to enable extraction of reliable reports and data
- Coordinate cemetery burial and recordkeeping processes
- Arrange and cater for functions and meetings as required
- Provide on the job training as required
- Provide assistance to other departments as required
- Contribute to the promotion of the image of the Council and the maximisation of good public relations
- Liaise with clients, other Council staff, the public, consultants, utility and government authorities in the performance of duties, including providing and obtaining information
- Undertake routine administrative tasks as required by the position, e.g. timesheets
- Assist senior staff to continuously improve work processes and develop new practices, as required
- Participate in training, exercises and response to disaster management and recovery as required
- Undertake other relevant duties as directed, consistent with skills, competence and training.

QUALIFICATIONS, EDUCATION AND LICENCE REQUIREMENTS

Compulsory

- Queensland 'C' class driver's licence (minimum requirement – provisional licence)
- Certificate IV in Business Administration or equivalent relevant experience.

ABILITIES, SKILLS AND KNOWLEDGE REQUIRED

Compulsory

- High level administrative support experience
- Ability to lead and motivate team members
- Excellent organisational, planning and time management skills
- High level of computer literacy and keyboard skills
- Excellent customer service skills
- Experience delivering a professional, discrete and confidential service
- High level oral, written and interpersonal skills
- Demonstrated understanding of and commitment to EEO and WHS principles and practices.

Desirable

- Local government operations knowledge.



Supervisor – Council Services Support POSITION DESCRIPTION

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
- Anti-discrimination 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: