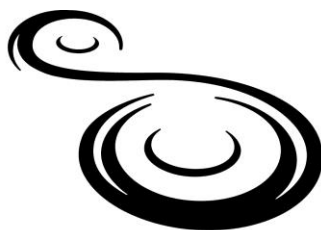


**Application Package for the position of**

**SUPERVISOR**

**Operations Department  
Permanent Full-time – based at Kilcoy**

with



**Somerset**  
REGIONAL COUNCIL

Based in Kilcoy, as supervisor you will ensure all road construction / maintenance works, and associated infrastructure assets are carried out to meet service deadlines, budget and quality requirements.

To be successful in the role, you will require:

- Demonstrated experience in Construction Supervision or other relevant experience
- Certificate III Civil Construction or other relevant technical qualification
- Knowledge of work health and safety requirements
- Ability to plan, prioritise and schedule work, ensuring deadlines are met

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 5.00pm Tuesday 6 August 2024.**

## Position Description

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<b>Title:</b>	<b>Supervisor – Construction and Maintenance (North)</b>
<b>Reports to:</b>	<b>Works Coordinator</b>
<b>Award:</b>	<b>Queensland Local Government Industry (Stream A) Award - State 2017</b> (as amended or replaced) Division 2 / Section 1 - Administrative, Clerical, Technical, Professional, Community Service, Supervisory and Managerial Services
<b>Agreement:</b>	<b>Somerset Regional Council Officers Certified Agreement – 2023</b> (as amended or replaced)
<b>Classification:</b>	<b>Level 3 – 4</b>
<b>Location:</b>	<b>Kilcoy</b>

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### **Position Objective:**

Direct supervision of allocated section of Council's operational workforce based at Kilcoy, ensuring that all tasked road construction / maintenance works, and associated infrastructure assets, are carried out to meet the required service standards such as time, budget and quality and statutory requirements.

### **Position Requirements:**

#### (a) Experience and/or Qualifications

- Minimum of three (3) years of experience in the road construction and maintenance industry at a supervisory level
- Experience with construction and maintenance practices of Queensland Main Roads Department and Local Authorities
- Certificate III in Civil Construction or other relevant technical qualification or extensive experience in civil construction, building and infrastructure maintenance works
- General Safety Induction (Construction Industry) White Card
- Current Open Queensland Drivers Licence – unrestricted
- Certificate IV in Civil Construction Supervision or willingness and ability to undertake same
- Traffic Management Implementation (TMI) Attainment Certification or willingness and ability to obtain
- Experience with traffic management control measures as prescribed in Part 3 of the Manual Uniform Traffic Control Devices (MUTCD)

#### (b) Knowledge

- Advanced knowledge of road maintenance and construction practices in the operational works area.
- Working knowledge of plant utilised for road construction /maintenance and capabilities in performing works.
- Thorough knowledge and understanding of Local Government operations, functions, legislative requirements, policies, procedures and structure relevant to the work area.
- Knowledge of Customer Service Systems and associated practices.
- Working knowledge and understanding of statutory requirements relevant to the work area, in particular the Workplace Health and Safety Act, the Environment Protection Act and the M.U.T.C.D. signage guide.
- Working knowledge of Microsoft Office suite, Practical/Civica, Exponaire/MapInfo, MagiQ and other emerging software.



(c) Skills

- Effective leadership skills to motivate work teams while clearly communicating instructions to team leaders
- Good communication skills with an ability to work cooperatively in a team environment
- Effective interpersonal skills including the ability to provide on-the-job training and coaching.
- Ability to plan, prioritise and schedule work to ensure deadlines are met with minimal supervision
- Well-developed numeracy and literacy skills
- Proficient surveying skills including levelling and setting out road works
- Ability to read and interpret plans, specifications and estimates
- Ability to prepare and monitor project quality plans
- Ability to prepare risk assessments and site-specific inductions
- Ability to prepare and implement procedures
- Proficient level of computer literacy skills

(d) Additional Requirements

- Level of fitness to be able to undertake a broad range of physical tasks
- Ability to maintain a high level of professional confidentiality and discretion when working with private and/or sensitive information within the workplace and community
- Exercise flexibility and adaptability in undertaking a diverse range of activities and tasks
- Willingness to undertake other duties as required
- Assist with the collection of data and preparation of reports as required by relevant legislation
- Ability and willingness to communicate in a positive manner in a team environment
- Ability and willingness to take part in an on-call roster as required

(e) Pre-employment Requirements

- The incumbent:
  - will be required to complete a National Police check with the outcome to be acceptable to the Chief Executive Officer
  - will be required to complete a pre-employment functional capacity and medical assessment with the outcome to be acceptable to the Chief Executive Officer
  - will be required to work at different locations across the region from time to time

**Key Responsibilities:**

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

- Provide leadership, direction, and support to Council Operations, including contractors and day labour teams.
- Establish and maintain job planning and performance reviews for all staff to develop and maintain a culture which demonstrates a strong commitment to workplace health and safety, risk management, quality work outputs and customer service.
- Make a proactive contribution to the development and implementation of initiatives of the operations department management team.
- Monitor and review work practices and the quality of service delivery to ensure compliance with quality assurance systems, industry best practice and agreed cost and time parameters.
- Undertake site risk assessments, ensure adequate control measures are in place, and ensure work sites are maintained and conform to current legislative Standards for, WHS and Environmental requirements
- Provide advice and prepare correspondence, reports and information for the Manager or delegated officer as applicable. This includes regular, timely and accurate reporting on the status of projects and activities.
- Ensure that road projects have traffic management controls installed in accordance with Traffic Guidance Scheme(s) developed under the requirements of the MUTCD and/or other current industry standards.
- Participate in the afterhours on call operations as directed by the Director or delegated officer (where applicable).



- Represent the Council to the public and members of other organisations in a positive manner.
- 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 incumbent is responsible and accountable for adhering to Council's Employee Code of Conduct, all Council requirements to ensure compliance of the Workplace Health & Safety Act, Regulations and Codes of Practice. Follow Council policies and support Council's overall Corporate Plan and objectives.
- Other duties as delegated by the Overseer, Works Manager, Director Operations and/or Chief Executive Officer, which will assist the Operations Department in reaching the Council's objectives as detailed in the Corporate and Operational Plans.

**Performance / Skill Standards:**

Accountability

Accountable to the Overseer

Extent of Authority

- Freedom to act within established guidelines and budget constraints
- Initiate maintenance repairs to value as indicated in Purchasing Policy

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 Overseer 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 Workplace 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 co-operation 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 the closing date for the position and should be forwarded to:

**Email** [mail@somerset.qld.gov.au](mailto:mail@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. Brighter Super is 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!***