



Application Package for the position of

WEED AND VEGETATION CONTROL OPERATOR

Planning and Development Department – Esk and Kilcoy

with



The position of Weed and Vegetation Control Operator undertakes chemical weed and vegetation control activities and programs throughout the Region whilst undertaking the associated record keeping necessary to support Council's strategies and land management obligations.

Council has the following positions available:

HR004/27 – Permanent Full time – Based in Esk

HR006/27 – Permanent Full time – Based in Kilcoy

HR007/27 – Casual – Based in Esk

To be successful in this role you will have:

- Experience in the control of vegetation and weeds, including the identification of noxious weeds and eradication practises and procedures.
- Effective interpersonal and communication skills.
- Ability to work with limited guidance and supervision.
- Agricultural Chemical Distribution Control (ACDC) Commercial Operators Licence.

To make application, 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 5pm Friday 2 October 2026.

Position Description

Title:	Weed and Vegetation Control Operator
Reports to:	Pest Management Officer
Award:	Queensland Local Government Industry (Stream B) Award – State 2017 (as amended or replaced) Division 2 / Section 5 - Operational Services
Agreement:	Somerset Regional Council Field Staff Certified Agreement – 2023 (as amended or replaced)
Classification:	Level 5

Position Objective:

Undertake chemical weed and vegetation control activities and programs throughout the region and associated record keeping supporting Council's strategies and land management obligations.

Position Requirements:

Experience/Qualifications

- Significant operational experience in the control of vegetation and weeds including the identification of noxious weeds and eradication practises and procedures.
- Experience in the safe use and preparation of agricultural chemicals.
- Experience in the operation and maintenance of motorised spray equipment, plant and equipment.
- Experience in working on roadside environments under traffic control conditions.
- Agricultural Chemical Distribution Control (ACDC) Commercial Operations Licence.
- Current Open Queensland Drivers Licence – unrestricted.
- Truck Licence Class LR (desirable) however essential for Esk based position or willingness and ability to obtain.
- General Safety Induction (Construction Industry) White Card or willingness and ability to complete prior to.
- Working in Proximity to Traffic competency or willingness and ability to complete prior to commencement.

Knowledge

- Knowledge and understanding of *Biosecurity Act 2014*, *Agricultural Chemical Distribution Control Act 1966* and *Chemical Usage (Agricultural and Veterinary) Control Act 1988*.
- Working knowledge of the *Work Health and Safety Act 2011*, Regulations and Codes of Practice relevant to the role.
- Knowledge and understanding of the type of work to be undertaken by the work group.

Skills

- Safe, practical, efficient and effective use of relevant tools, plant and equipment with an ability to operate and calibrate motorised spray equipment including boom sprays.
- Ability to identify weeds and apply a diverse range of methods and procedures in undertaking vegetation and weed control.
- Safe handling and application of agricultural chemicals.
- Ability to undertake basic checks and minor maintenance on relevant tools, plant and equipment.
- Sound written communication skills including the ability to keep and maintain relevant records.
- Effective interpersonal and communication skills with an ability to work co-operatively in a team environment.
- Ability to work with limited guidance and supervision.
- Ability and willingness to communicate in a positive manner with all staff and the general public.
- Ability to interpret, apply and adhere to legislative requirements applicable to the role.



Additional Requirements

- Level of fitness to be able to undertake a broad range of physical tasks.
- Exercise flexibility and adaptability in undertaking a diverse range of activities and tasks.
- Ability and willingness to communicate in a positive manner.
- The incumbent:
 - will be required to provide a National Police Certificate with the outcome to be acceptable to the Chief Executive Officer;
 - will be required to complete a pre-employment functional 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
 - must maintain a high standard of personal appearance and dress appropriate for a professional office environment wearing the corporate wardrobe where provided.

PLEASE NOTE: Start and finish times for this position may vary from time to time in accordance with Council's Certified Agreement.

Position Responsibilities:

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

Weed and Vegetation Control Operator

- Undertake a diverse range of vegetation and weed control activities throughout the region including roadsides, stock routes, waterways, parks and reserves.
- Identify declared, noxious and environmental weeds and undertake vegetation and weed control activities in accordance with situational and seasonal requirements.
- Undertake chemical treatment using a range of methods including boom-spraying, handgun and spot spraying, back bark spraying, cut stumping and basal coating.
- Assist in developing and undertaking declared and noxious weed eradication programs in accordance with Council's Biosecurity Plan.
- Assist with the implementation of the cyclical vegetation and weed control schedules and programs.
- Assist in monitoring, evaluating and providing reports in relation to the effectiveness of weed control activities.
- Perform a broad range of physical tasks.
- Correctly and efficiently operate and maintain plant, equipment and tools including spraying equipment and personal protective equipment in accordance with manufacturer's instructions and Council standard operating procedures and safe work method statements.
- Store, transport, use, handle and dispose of all chemicals and hazardous substances in accordance with Council procedures, manufacturer's material safety data sheets and any other legislative requirements.
- Keep and maintain accurate records and provide required documentation and reports including but not limited to day-to-day diary records on daily work performed, workplace incident reports, work schedules and programs, timesheets, job costing, plant maintenance, breakdowns, drum disposal and herbicide application records.
- Assist in the development of quotations and undertake private works (e.g. vegetation and weed control for other government authorities located within the Somerset region).
- Investigate and respond to internal and external customer requests for vegetation and weed control.
- Assist in forward planning of vegetation and weed control activities and liaising with the Somerset Regional Council Stores section in ordering and maintaining adequate chemical supplies.
- Provide advice regarding vegetation and weed control to other areas within Council.
- Actively participate in a team-oriented work environment as well as independently with minimal guidance and supervision and work co-operatively with other Council crews.
- Undertake and attend training, courses and awareness sessions to update skills and qualifications when required.
- Other duties as delegated by the Pest Management, Supervising Pest Management Officer and/ or Manager Environmental Services, that will assist the Planning and Development Department or the organisation as a whole, in reaching Council's objectives as detailed in the Corporate and Operational Plans.



Leading Hand Responsibilities (where applicable)

- Responsible for ensuring completion of accurate and timely records/documentation, ensuring all work health and safety requirements are met, completion of daily work and risk assessments, maintaining accurate Element 5 information for weed infestations, coordinate team productivity, responsible for inducting traffic control contractors.
- In conjunction with the Pest Management Officer and/or Supervising Pest Management Officer, develop cyclical vegetation and weed control schedules and programs.

Organisational Responsibilities:

- Represent the Council to the public and members of other organisations in a positive manner.
- Maintain confidentiality of Council information obtained during the course of employment.
- Responsible for compliance with Council's Information Management and Security Policy, to make and electronically record full and accurate records of all relevant business activities within Council's electronic records management system (if applicable to position).
- Security of Council information viewed or accessed during the performance of your duties is contained in the provisions of the Employee Code of Conduct. Subsequently, as a Council employee, you are required to ensure the security and appropriate intended use of Council information at all times.
- Support and comply with the provisions and principles of providing a high level of customer service.
- Comply with any reasonable instructions provided by Somerset Regional Council to ensure work is conducted in accordance with the requirements of the Work Health and Safety Act, Regulations, Codes of Practice and Council's Safety Management System.
- Take reasonable care of your own health and safety.
- Take reasonable care that your acts or omissions do not adversely affect the health and safety of others.
- 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 policies and supporting Council's overall Corporate Plan and objectives.

Performance / Skill Standards:

(a) Accountability

- Accountable to the Pest Management Officer.

(b) Extent of Authority

- Freedom to act within established guidelines and procedures and in accordance with the Operational Plan and directions issued by Council.
- Assistance and advice are available on complex matters.

(c) 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 Pest Management Officer, Supervising Pest Management Officer and/ or Environmental Services Manager 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 cooperation 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 5,373km² 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.

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 5pm on the closing date for the position and should be forwarded to:

Email jobs@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 the 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 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. The Queensland Local Government Superannuation Scheme (Brighter Super) remains 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!