



# EMPLOYMENT INFORMATION PACK



from the mountains to the sea | [www.bodc.tas.gov.au](http://www.bodc.tas.gov.au)



# Graduate Engineer (Civil)

The Graduate Engineer (Civil) provides engineering support to the planning, design, delivery and maintenance of Council's infrastructure assets.

Working under the general guidance of the Project Engineer, the role undertakes tasks across asset management, project delivery and development assessments. The position contributes to effective outcomes by undertaking analysis, preparing technical documentation and supporting the delivery of compliant engineering solutions.

The role supports the development of professional engineering capability, with increasing responsibility and autonomy in line with experience, and provides a pathway toward independent professional practice within local government.

The position will require adherence to our organisational values of "Working as a team with open and honest communication; we act with integrity whilst showing respect and being positive and proactive in our actions."

## Person we are looking for

We're looking for a motivated and enthusiastic graduate engineer who is keen to develop their career in local government and contribute to meaningful infrastructure outcomes within our community. You will have a practical and collaborative approach, enjoy problem-solving, and be willing to learn from experienced professionals while building your technical capability and confidence.

You'll be someone who communicates well, works positively within a team environment, and is organised in managing your work and priorities. An interest in infrastructure, asset management, project delivery and continuous improvement will be highly regarded, along with a willingness to take initiative and contribute to a broad range of engineering activities across Council.

## Hours

This position has been classified as full-time (1.0FTE). The Ordinary Hours of Work are between 7:00am and 7:00pm, Monday to Friday, with the Depot being open from 7:00am – 4:30pm Monday to Thursdays, and 7:00am to 4:00pm Fridays. A 40-minute lunch break applies.

From time-to-time additional hours or hours outside the Ordinary Hours of Work may be required and these will be dealt with in accordance with the Enterprise agreement.

## Pay

The position has been classified as Professional Level 1 under the Break O' Day Council Enterprise Agreement 2018. Currently this provides for a minimum salary entry point of \$74,696.00 per annum, pro rata for part time.

Council pays a superannuation contribution of 12.5% on all wages.

# EMPLOYMENT FAQs

## **How am I employed?**

Employment for this position is by the Break O'Day Council (BODC) and employment conditions are determined and described in the Break O'Day Council Enterprise Bargaining Agreement 2018 as found on the BODC website, in the employment section. Specific employment conditions (pay rate and terms of employment) will be contained in individual letters of offer.

## **How long will the employment last?**

Your contractual obligations will be set out in a letter of offer to you.

## **What work will I be doing?**

The description of duties in the Job and Person Specification (position description) provides an understanding of the work to be done. While every effort is made to describe the specific tasks, from time-to-time other duties may be required to be undertaken.

## **How do we work?**

At Council our values guide how we operate, we work as a team with open and honest communication; we act with integrity whilst showing respect and being positive and proactive in our actions.

The consistent goal of all Council's work is to improve our environment and provide excellent service to the community, ratepayers, and visitors alike. We place high value on teamwork and tasks will be achieved most efficiently when everyone works toward a common goal.

## **When will I start work if I am employed?**

Your employment will commence as soon as practicable after conclusion of the interview and pre-employment processes and in negotiation with the People & Culture Coordinator.

## **What about Work Health & Safety (WHS)?**

Council places high value on safety in the workplace and all interested candidates are required to demonstrate an excellent understanding of their obligations with respect to their own safety and the safety of others in and around the workplace. Council does not tolerate any behaviour or work practises that do not meet the highest standards of WHS. Personal Protection Equipment (PPE) will be provided if required. Medical examinations and drug and alcohol testing will also be required before any offers of employment are made.

## **Will I be provided with a uniform?**

In accordance with Council's Uniforms Procedure, permanent staff are eligible for a uniform allowance as outlined in Schedule 1. There may be some second-hand uniform items available for use depending on any stock held. Corporate attire must always be worn when representing the Council.

# HOW TO APPLY

## **When do applications need to be submitted by?**

Applications will be reviewed on a weekly basis, and the position will remain open until it is successfully filled.

## **To apply, you must address each selection criteria.**

This is achieved by describing and giving specific examples how your previous work experience has allowed you to develop each of the skills and abilities required. The quality of your writing is not what we are assessing; it is your work experience as it relates to the tasks required and described.

## **A complete application will require:**

- Covering letter.
- Addressing of the Selection Criteria (no more than two pages).
- Current Resume/CV.
- Completed Pre-Employment Health Disclosure (available on the website).
- Completed Application for Employment Form (available on the website).

*\*You will locate the abovementioned documents on the Council website [www.bodc.tas.gov.au](http://www.bodc.tas.gov.au)*

If you would like to enquire about the role, please contact the People & Culture team on 6376 7900 or [HR@bodc.tas.gov.au](mailto:HR@bodc.tas.gov.au).

Applications can be submitted by email to [HR@bodc.tas.gov.au](mailto:HR@bodc.tas.gov.au) (Att: People & Culture Coordinator).

Please note: Elected Members (Councillors) have no influence in recruitment/employment decisions.

# OUR VISION + VALUES

## Our Vision

*A naturally beautiful environment that speaks to our heart. A diverse and thriving community; a place of opportunity. A place where everyone feels safe, welcome and connected.*



## Our Values

*Working as a TEAM with OPEN & HONEST COMMUNICATION; we act with INTEGRITY whilst showing RESPECT and being POSITIVE and proactive in our actions.*

# REGIONAL SNAPSHOT

The Break O'Day municipality extends along the East Coast of Tasmania from Eddystone Point (Irapuna) in the north to Denison River in the south and west through the Fingal Valley. Our region includes a diverse range of scenery and townships from the arty and creative hub of St Marys, historic townships like Fingal, Mathinna and Weldborough, the mining town of Cornwall, rich farming towns like Pyengana and Goulds Country as well as coastal towns and hamlets such as Seymour, Four Mile Creek, Falmouth, Ansons Bay, Scamander, Beaumaris, Binalong Bay and St Helens - the Game Fishing capital of Tasmania.

St Helens is the major hub of the Break O'Day region and East Coast featuring a hospital, numerous accommodation options, a District High School that offers Kindergarten to grade 12, Trade Training Centre, Neighbourhood House, Business Enterprise Centre, numerous restaurants and cafés, retail outlets and more.

In November 2019 the St Helens MTB Network officially opened and has seen a range of MTB related businesses developing to support the MTB Network.



St Marys is the main hub of the Fingal Valley and features a District School offering Kindergarten to grade 12, a Community Health Centre, a range of unique local businesses, coffee shops and regular artisan markets.

While our region has won international acclaim for the coastal beauty of the Bay of Fires, which is synonymous with pristine white sand, turquoise water and distinguishable orange lichen covered rocks, we also have a range of national parks, conservation areas and reserves on our doorstep.



# REGIONAL SNAPSHOT

Mt William National Park, located in the northern reaches of the municipality blends beachscapes with the forest.

There are also some beautiful waterfalls in the area from the striking St Columba Falls, one of Tasmania's highest, multi-tiered falls to beautiful Halls Falls. The Fingal Valley is also home to a number of waterfalls including the picturesque Mathinna Falls.

The beauty of the Blue Tier has long been a secret quietly kept by the locals but is now gaining recognition thanks to the Blue Tier Descent which is the jewel in the crown of the Blue Derby Mountain Bike Trails, as well as the 42km Bay of Fires Trail which takes riders from the top of the Tier all the way to Swimcart beach in the Bay of Fires. The Blue Tier also offers 4WD and bush walking opportunities.

It is an area of diverse cultural and historic significance that starts with the region's aboriginal people through to the early days of tin mining which brought a large Chinese population to the area.

The Fingal Valley is predominantly an agricultural area but also features many forest walks and recreation areas.

Head to the forest reserve of Evercreech which features some of the tallest gums in the world and visit Mathinna Falls while you are there. If you are the adventurous type you could climb St Patricks Head and get a 360 degree view of the coast and the valley; a trek well worth the effort.

From the mountains to the sea, the Break O'Day region is abundant in natural attractions, activities and development opportunity.



# OUR COMMITMENT TO OUR COMMUNITY



## LEADERSHIP / OWNERSHIP

- + We will be visionary and accountable leaders who advocate and represent the views of our community in a transparent way.
- + We will make decisions for the greater good of Break O'Day by being accessible and listening to our community.



## GREAT COMMUNICATION

- + We will listen, consult and engage with the community and individuals.
- + We will be open, honest and proactive in our communication. We will keep people informed about the things that matter to them.



## INFRASTRUCTURE & SERVICES

- + We will plan, deliver and maintain quality infrastructure and services.
- + We will strive to deliver excellent customer service and promote Break O'Day as a desired destination.



## WORKING TOGETHER

- + We will build, and maintain strong relationships and partnerships through consultation, engagement and collaboration.
- + We will support and facilitate our community.



## STEWARDSHIP / CUSTODIAN

- + We will be responsible in planning and management of the Break O'Day area.
- + We will make good decisions about our environment and resources.
- + We will balance competing needs and demands while keeping a sustainable future in mind.



## FISCAL RESPONSIBILITY

- + We will work within a culture of financial sustainability focusing on securing outside funding, spending wisely and being fair to all.
- + We will recognise the limitations of resources and the community's capacity to pay.
- + By ensuring that all we do fits within the above mentioned ideals, we will be able to successfully, and positively influence our customer's perception of us and therefore our brand.