



What is this all about?

The Drought Communities Programme is an Australian Government initiative to support communities in the most drought-affected regions of Australia. This funding programme will be used to support local community infrastructure projects that focus on; employment opportunities, stimulate local community spending, use local resources and provide lasting benefit to communities and the agricultural industries on which they depend.

Through the funding provided by the Federal Government, Break O'Day Council is developing and delivering a series of projects in the community that fits with the above focus and is seeking staff to work on these projects.

Who will I be employed by?

Funding is from the Federal Government through the Drought Communities Programme but the employment will be offered through Break O'Day Council (BODC).

Employment conditions are determined and described in the Break O'Day Council Enterprise 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 work last?

Government funding is generally time based and the funding for this project is to the end of 2019 only. No commitment beyond this date is made for employment.

What work will I be doing?

The description of the duties gives a brief idea of the work to be done. While every effort is made to describe the specific tasks, no day will be the same. The work will be varied and could change depending on the weather, employee skill levels, activities in the Valley/municipality, new projects coming on line and a number of other factors.

The positions require candidates to have excellent health and be physically capable of carrying out a range of duties in an outdoors environment. It includes manual labour involving bending, lifting, digging, squatting, dust, noise and vibrations; regular and sustained physical work.

Description of Duties

Walking Track upgrades and maintenance in partnership with Parks and Wildlife Service (PWS):

- Construction and maintenance works across a network of walking tracks in natural areas;
- Working within best practice environmental protection guidelines within environmentally sensitive areas;
- Work in strict accordance with weed hygiene and control protocols as instructed.

Building Construction projects:

- Labouring on restoration, construction and repair projects across Council owned buildings;
- Trades tasks such as plumbing, building, electrical and carpentry.

Civil construction projects, predominantly in the Fingal Valley area:

- Various civil construction and maintenance duties such as construction and maintenance of stormwater infrastructure, concrete work on kerbs and footpaths and general machinery operation;
- Township parks and reserves maintenance activities such as mowing and tree trimming.

Other duties as required including but not limited to:

- Semi-skilled and skilled manual work as required;
- Use of hand tools, small and medium to large plant and mechanical equipment (appropriate competencies required);
- Record and provide information of daily operations;
- Work in accordance with WHS legislative requirements at all times.

How will I be employed?

Positions will be offered on a casual basis, this means on an as needed basis with no paid leave entitlements but with a 25% loading as compensation for no paid leave. It is anticipated that work will be regular and consistent over the months the funding is available as there are several projects to be completed over a relatively short period of time.

How much will I be paid?

Hourly rates will vary on skill level with a starting hourly rate of \$32.07 - all-inclusive (BODC Agreement Outdoor Level 3A).

Qualified tradespersons will attract higher rates.

Council pays a superannuation contribution of 12.5% on all wages once the \$450 per calendar month threshold has been reached.

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 an excellent service to the community: ratepayers and visitors alike. We place a high value on team work and tasks will be achieved most effectively when everyone works towards a common goal.

When do applications need to be submitted by?

Applications will be accepted on a rolling basis through to the end of 2019, when the funding finishes.

When will I start work if I'm employed?

Work will commence on a rolling basis. As there are several projects to be completed over a short period of time we anticipate commencing within the next few weeks.

What about Work Health & Safety (WHS)?

Council places a 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 practices that do not meet the highest standards of WHS.

Personal Protection Equipment (PPE) will be provided as required.

Medical examinations and drug testing will be required before any offers of employment are made.

Will I be provided with a uniform?

Council will provide appropriate work clothing.

To apply, you must address each of the 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:

- Address of the Selection Criteria
- Current Resume/CV
- Completed Application for Employment Form (available on the website)

Applications can be submitted by:

1. Dropping your application in at 32-34 Georges Bay Esplanade in St Helens TAS 7216, there's a mail box out the front for an after-hours drop off;
2. Post to the same address;
3. Email to admin@bodc.tas.gov.au

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

Selection Criteria for Position

1. High level of physical fitness; motivated and capable of working in challenging conditions, specifically remote locations and in extreme weather ;
2. Demonstrated manual task skills that can be applied to a range of manual labouring and trades tasks;
3. Demonstrated experience operating in a team environment and enjoys working as part of a team;
4. Demonstrated knowledge of contemporary work health and safety obligations and responsibilities;
5. Current Full Car Licence – essential;
6. HR Truck Licence – desirable;
7. First Aid Certificate, White Card, chainsaw, small machinery operation tickets – desirable.