

**Water Services Leading Hand (Re-advertised)**

Council is seeking applications for a Water Services Leading hand within the Water and Wastewater section.

**About the role**

This position is suited for a qualified plumber with extensive problem-solving skills and the ability to manage projects within fixed parameters of time and budget. Applicants who do not possess the plumbing qualification, however, have extensive experience in plumbing, drainage or water and sewage reticulation operations are also encouraged to apply. The Water Services Leading Hand will install and maintain pipes, valves and hydrants in water, wastewater, irrigation and plumbing applications. The successful applicant will organise, give direction to, and provide leadership to team members on work sites. This position includes asset condition monitoring and reporting and will involve participating in meter reading. The Leading Hand will also attend after-hours callouts and emergency situations when rostered-on, or as otherwise required. This will extend to backfilling for fellow staff on leave.

**Why work for us?**

- 9-day fortnight (76hrs fortnight)
- Up to 12% Employer Superannuation with ability to salary sacrifice employee contribution.
- 5 weeks Annual Leave per year
- 13 weeks Long Service Leave after 10 years' service – pro rata available after 7 years
- Salary Packaging available
- Supportive and motivating team
- Active Social Club
- Fitness Passport Program
- Relaxed lifestyle, boating, fishing, sports facilities, private and public schooling options up to Grade 12, cultural venues and events and all of this situated in a thriving agricultural community only an hour away from Townsville or two hours from the magical Whitsundays.

Applicants should familiarise themselves with the entire position description.

The applicable salary will range between \$71,290 and \$82,000, exclusive of task allowances and overtime. The commencing salary will be dependent upon the experience and qualifications of the successful applicant.

Applications for **24/69 – Water Services Leading Hand** should include:

- A cover letter
- A current resume
- Statements addressing the selection criteria
- Copies of relevant qualifications and licences

Applications can be submitted using one of the following methods (Word or PDF format is preferable):

- Email – [employment@burdekin.qld.gov.au](mailto:employment@burdekin.qld.gov.au)
- Mail – Confidential Application No. 24/69, PO Box 974, Ayr Qld 4807

Applications will remain open until the position has been filled.

For further information please contact the Supervisor Water and Wastewater – Roger Garner on (07) 4783 9800.

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It is essential to respond to each criterion explaining how you have demonstrated each skill or quality and including examples from your work experiences. Short-listing of candidates will be based upon an assessment of how well the following selection criteria are addressed.

**Essential**

1. Possession of a current C Class driver's licence.
2. Queensland General Construction Induction White Card and Certificate CPCCHWS1001 Prepare to Work Safely in the Construction Industry.
3. Recent and extensive demonstrable experience in plumbing and drainage and/or water and sewerage reticulation operations, including the construction of water pipelines and gravity sewer lines.
4. To possess and maintain the ability to pass a Respiratory Personal Protective Equipment fit test for high-risk works.

**Desirable**

1. MR driver's licence.
2. Queensland QBCC Plumbing and Drainage Licence (including Plumbing & Drainage Trade Certificate).
3. QBCC Backflow Prevention Endorsement (CPCPWT4022 Commission and Maintain Backflow Prevention Devices).

<b>Position Number</b>	30044
<b>Certified Agreement</b>	Burdekin Shire Council Certified Agreement
<b>Award</b>	Queensland Local Government Industry (Stream C) Award – State 2017
<b>Award Level</b>	Level 7/8 – Stream B Descriptors
<b>Reports To</b>	Supervisor – Water & Wastewater
<b>Place of Employment</b>	Council Depot, 25-51 Jones Street, Ayr

## Position Objective

Provide water services within the Water and Wastewater section to assist Council's operations.

## Key Responsibilities

Council is committed to a One Team One Council approach where all departments work collaboratively together to achieve value for money for the rate payers of the Burdekin.

Accordingly, the key responsibilities may be modified from time to time to ensure the expected outcomes are coordinated with Council's operational and corporate plans. Without limiting the above, the key responsibilities shall include:

- Installation and maintenance of pipes, valves and hydrants in water, wastewater and plumbing applications within extent of qualifications.
- Organise, give direction to and provide leadership to team members on work sites.
- Asset condition monitoring and reporting.
- Ensure work is completed to Burdekin Shire Council and other applicable Standards.
- Complete and file records as required by the Supervisor including that related to Work Health & Safety, the preparation of Supply Services issues, completion of Job Diary, and 'As Constructed' Sketches.
- Participate in the on-call roster.
- Attend after-hours callouts and emergency situations when rostered-on or as otherwise required.
- Participate in meter reading when required.
- Undertake other duties as required by Council.
- Provide work specific and/or trade guidance which may include mentoring fellow staff, as required.

## Position Requirements

### Knowledge

- Detailed knowledge of techniques for installation and maintenance of water and sewage reticulation.
- High standard of workmanship, consistent with industry best practice.
- Water meter maintenance and testing.

- Sound knowledge of the Work Health and Safety Act, the Work Health and Safety Regulations, Advisory Standards, Industry Codes and Practice and other associated legislation relative to the position.
- Sound knowledge of work activities and procedural/operational methods within the work area.
- Sound knowledge of Burdekin Shire Council water and sewerage reticulation system.
- Sound knowledge of Quality Assurance principles.
- Sound knowledge of Council's Water and Wastewater Customer Service Standards.
- Interpretation of plans and job specific specifications.
- Understanding of customer focus in Council operations.

#### Skills

- Extensive civil pipe laying, jointing and backfilling skills.
- Minor steel fabrication to suit various applications.
- Use of small plant and daily machinery maintenance prior to start up.
- Excellent customer service skills.
- Supervisory skills.
- Sound leadership skills.
- Excellent time management skills.
- Work prioritisation skills.
- Sound written and verbal communication skills.
- Sound record keeping skills.
- Problem solving skills.
- Teamwork skills.

#### Abilities

- Ability to measure and calculate fills for minor excavations. E.g., stabilised sand fill.
- Ability to supervise and provide direction to employees.
- Ability to resolve work-related problems with diplomacy.
- Ability to manage projects within fixed parameters of price and time.
- Ability to apply Quality Assurance principles to purchasing, work situations and outcomes.
- Ability to navigate and operate Smart Devices

#### Other Requirements

- On appointment, a satisfactory result from a pre-placement medical (truck, plant, labourer, medium to heavy lifting).
- Immunisation record for Hepatitis A and Hepatitis B.
- Willingness to participate in training opportunities as offered, including attaining new qualifications and maintaining currency of existing certificates.
- Availability to participate in the Water and Wastewater on-call roster and attend to call outs as required.
- Availability to work overtime including emergency after-hours and weekend situations.
- Provide appropriate tools as required for trade demands.
- Personal attributes of adaptability, initiative, commitment, reliability, and motivation.
- Physical ability necessary to perform duties for extended periods outdoors in direct sunlight, in trenches and at heights.
- To possess and maintain the ability to pass a Respiratory Personal Protective Equipment fit test for high-risk works.

#### Experience and Qualifications

- C Class Licence
- MR licence (or ability to obtain)
- Queensland General Construction Induction White Card and Certificate CPCCHWS1001 Prepare to Work Safely in the Construction Industry
- Enter and Work in Confined Spaces Certification RIIWHS202E (or ability to obtain)
- Work Safely at Heights Certification RIIWHS204E (or ability to obtain)
- Remove Non-friable Asbestos CPCCE3014A (or ability to obtain)
- Traffic Management Implementation RIIWHS302E Qualification
- Experience with Before You Dig system, services and processes.
- Identify, Locate and Protect Underground Services certification RIICCM202E. (or ability to obtain)
- Department of Transport and Main Roads Working in Proximity to Traffic Parts 1 & 2 (or ability to obtain)
- Current First Aid Certificate (desirable)
- Experience in the construction of water pipelines and gravity sewer lines
- Considerable experience in determination of services locations and service protection
- QBCC Plumbing and Drainage Licence (Including Trade Certificate)
- QBCC Backflow Prevention endorsement (CPCPWT4022A Commission and Maintain Backflow Prevention Devices) (or ability to obtain)
- Qldwater Aqua Card
- Qldwater Brown Card
- Current Ergon Energy approved course for Working Safely Near Live Electrical Lines and Apparatus.
- Authorised Persons and Local Government Worker Course.

#### Award Classification

These classification characteristics are drawn directly from the Queensland Local Government Industry (Stream B) Award and are used as a guide to determine the level of this position, but may not form a specific part of the key responsibilities:

##### Level 7

Employees would exercise precision skills in areas involving advanced and specialised processes or technology. A general feature of this level would be the detection and rectification of problems requiring detailed knowledge (beyond that applicable at the trade or equivalent level) of a specialised area. Skills appropriate at this level would generally be acquired through the completion of appropriate courses of study. Employees would be expected to exercise a significant level of discretion in relation to the organisation of work, the application of appropriate skills and timeframes for completion under remote supervision.

##### Level 8

Employees would exercise precision skills in a more complex and substantial area of work than applies in Level 7. The work would involve detailed knowledge of complex equipment and automated processes which would be acquired through courses of study and significant relevant experience. The ability to identify and resolve problems which may occur throughout the area of work would be an essential element. Employees would exercise extensive discretion in relation to

the selection and organisation of appropriate work processes and resources under remote supervision.

## Core Competencies

These competencies relate to positions at Level 5 and above of the Local Government Employees Award:

### Teamwork

- Participate in team-based activities and suggest improvements to team activities.
- Respect, encourage, and support other team members.
- Perform successfully in a range of team roles.
- Contribute willingly to team activities.
- Accept decisions, even those with which you disagree.

### Customer Service

- Treat both internal and external customers with courtesy and respect.
- Work according to agreed customer service standards within your team.
- Contribute towards setting customer service standards within your team.
- Explore customers' expectations and base the service on this knowledge.

### Communication

- Write in a clear and concise style, which is grammatically correct, well punctuated, and rarely contains passive sentences.
- Clearly express opinions, ideas, and information to colleagues.
- Actively listen.

### Quality

- Work according to agreed quality standards within your team.
- Contribute towards setting quality standards within your team.
- Monitor your work and identify opportunities for improving quality.
- Suggest improvements through the customer request system.
- Implement strategies for improving quality.

### Environment

- Work according to agreed environmental standards within your team.
- Contribute towards setting environmental standards within your team.
- Monitor your work for opportunities to reduce adverse impacts on the environment.
- Report incidents and suggest improvements through the customer request system.
- Implement strategies for reducing adverse impacts on the environment.

### Work Health and Safety

- Work safely and in accordance with the relevant work method statements and procedures.
- Encourage your colleagues to work safely.
- Identify hazards and assess risks in the workplace.



- Use organisational systems, such as customer service requests, to identify and rectify hazards, near misses, and non-compliances with procedures.
- Anticipate problems and risks and modify work methods appropriately.

#### Efficiency

- Undertake tasks in an efficient and timely manner.
- Suggest improvements through the customer request system.

#### General

1. This is a description of the job as it is at present constituted. It is the practice of this organisation periodically to examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager in consultation with those reporting directly to him or her. Therefore, you will be expected to participate fully in such discussions. It is the Organisation's aim to reach agreement to reasonable changes where identified.
2. Whilst employment is in the position described in this document it is understood that employment is with Burdekin Shire Council. In the event of organisational change or restructure, Council may require employees to undertake other roles for which they are qualified and capable of performing.
3. Employees may be required to undertake a variety of duties not related to their substantive role in times of disaster.
4. All employees are responsible for making and keeping records in accordance with legislation, information standards and other relevant guidelines and procedures, and ensuring they are captured in the authorised recordkeeping system, Technology One Enterprise Content Management (ECM).
5. Failure to maintain any licence or certificate, which is a condition of your employment, may result in demotion or termination as Council is unable to guarantee your transfer to a position not requiring the said licence or certificate.
6. All employees are expected to participate in Council's Induction Program and future training opportunities to maintain a current knowledge base and provide excellent service levels for internal and external customers.
7. All employees are to actively participate in the Employee Performance Development Program.
8. All employees must work in accordance with the standards contained within Council's Code of Conduct. Failure to do so may lead to disciplinary action up to and including termination of employment.
9. All employees are encouraged to be a contributing member to the wider Burdekin community and therefore it is highly recommended that you take up permanent residency within three months of the successful completion of your probationary period.
10. Abide by all existing policies, guidelines, and Operational Standards and as amended from time to time.