

## Position Description

<b>Position Title</b>	<b>Groundsperson</b>
<b>Department</b>	Facilities and Services
<b>Reports to</b>	Grounds Team Leader
<b>Direct Reports</b>	N/A
<b>Purpose and Objectives</b>	<p>St Peters Lutheran College is seeking a dedicated Gardener/Groundsperson to uphold the pristine condition of its outdoor areas across a designated campus zone. This role encompasses comprehensive garden and turf care, landscape maintenance, and ensuring the grounds remain safe, orderly, and aesthetically pleasing.</p> <p>Reporting to the Grounds Team Leader, the Groundsperson plays a crucial and supportive role within a dynamic team dedicated to maintaining St Peters Lutheran College's grounds and outdoor infrastructure. This position is integral to ensuring the smooth operation of College activities by upholding the quality and appearance of the campus. The role necessitates close collaboration with various members of the Facilities and Services team, contributing directly to the department's objectives through effective teamwork and communication.</p> <p><b>Key to the success of this role is:</b></p> <ul style="list-style-type: none"> <li>• High level of focus and attention to detail</li> <li>• Ability to quickly grasp industry-specific web applications for regular tasks checklists and service request actioning</li> <li>• Building professional relationships with diverse internal stakeholders and the wider community</li> <li>• Proactive and approachable communication style</li> <li>• Working independently and as part of a team</li> </ul> <p><b>Other requirements:</b></p> <ul style="list-style-type: none"> <li>• Current Blue Card</li> <li>• Possession of a current open Queensland Driver's Licence</li> <li>• Current Working at Heights ticket or willingness to obtain</li> </ul>



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<p><b>Key Accountabilities</b></p>	<ul style="list-style-type: none"> <li>• Uphold the designated area to an exceptional standard of quality.</li> <li>• Perform tasks such as mowing, brush cutting, edging, weeding, fertilizing, watering, pruning, and clearing pathways and gutters, ensuring minimal disturbance to campus occupants.</li> <li>• Gather and dispose of green waste and other debris.</li> <li>• Apply top dressing to lawns and manage undesirable pests.</li> <li>• Execute landscaping and garden revitalization projects around both new and existing structures, including the installation of agricultural drains, paving, micro-irrigation systems, and mulch; placement of tree guards; removal of unwanted vegetation; soil cultivation; and replanting efforts.</li> <li>• Address the replacement or repair of irrigation components as necessary.</li> <li>• Execute daily pool maintenance, including checking water chemical composition, adding necessary chemicals, cleaning filters and maintaining pool butler.</li> <li>• Perform line marking of sports fields.</li> <li>• Conduct routine and corrective maintenance on all types of grounds maintenance machinery.</li> <li>• Provide support to fellow team members in completing assignments as directed by the Grounds Team Leader.</li> </ul> <p>Comfortable with learning new industry specific web applications for actioning and reporting on service requests and completing checklists.</p> <p><b>Key focus area:</b> All employees are responsible for contributing to the College's strategic and operational outcomes and upholding standards of behaviour</p> <p><u>Responsibilities</u></p> <ul style="list-style-type: none"> <li>• Respect and uphold our Mission of "Excellence in Christian Co-Education" and our Christian Ethos</li> <li>• Demonstrate respect and integration of Christian Ethos as appropriate to the position requirements and completes accreditation (Pathways) if and as required.</li> <li>• Demonstrate professional behaviours of trust, accountability, unconditional positive regard, open feedback and communication.</li> <li>• Uphold Code of Conduct and Valuing Safe Communities standards.</li> </ul> <p>Health and Safety:</p> <ol style="list-style-type: none"> <li>a) Take reasonable measures to protect their own health and safety and others</li> <li>b) Follow all reasonable Health and Safety policies, guidelines, and directions.</li> <li>c) Be accountability for operational management of safe work practices in their area. Includes making appropriate resources, information, and training available to their team members.</li> </ol> <ul style="list-style-type: none"> <li>• Understand and uphold standards in policies and other reasonable directions as</li> </ul>
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	<p>directed.</p> <ul style="list-style-type: none"> <li>Comply with any directions noted in the employment contract and/or Lutheran Schools Single Enterprise Agreement.</li> <li>Actively and effectively participates in reasonable directions provided.</li> </ul>
<b>Key Relationships</b>	Support the Grounds Team Leader, College Staff and Volunteers with the care of the 'Rainforest' reserve / outdoor learning space
<b>Selection Criteria</b>	<p>These selection criteria will form the basis to assess applicants for short-listing and determine the successful candidate.</p> <p><b>Experience and qualifications</b></p> <p><b>SC1:</b> Qualifications and training in Horticulture; or relevant experience and/or education/training is highly desirable</p> <p><b>SC2:</b> Substantial experience in gardening with a genuine interest in plant identification and maintenance</p> <p><b>Knowledge, skills and capabilities</b></p> <p><b>SC3:</b> A commercial Operations Licence (chemicals) with an understanding of chemical calibration of equipment and application of chemicals is desirable</p> <p><b>SC4:</b> Experience in maintaining, fault-finding and repairing grounds maintenance equipment</p> <p><b>SC5:</b> Ability to quickly grasp industry-specific web applications for regular tasks checklists and service request actioning</p> <p><b>SC6:</b> Proven ability to work with minimum supervision and as part of a team</p> <p><b>SC7:</b> The ability to communicate/liase with a large variety of people including College staff, students, vendors and visitors</p> <p><b>Personal capabilities</b></p> <p><b>SC8:</b> Demonstrated ability to exemplify care, dignity, and respect, delivered through high personal accountability for professional workplace conduct.</p> <p><b>SC9:</b> Demonstrated commitment to reach their own potential (Plus Ultra) and in manner that aligns with the College's strategic and operational objectives and values.</p> <p><b>Christian Ethos</b></p> <p><b>SC10:</b> An understanding of, respect and demonstrable support for the College's Christian ethos.</p>

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<b>Position Status</b>	Permanent, Full Time
<b>Hours of Duty</b>	Ordinary operating hours in accordance with indicative roster
<b>Classification</b>	Schedule 11, Level 2
<b>Annual Salary</b>	<p>\$63,352 - \$65,202 per annum plus Superannuation.</p> <p><b>Terms and Conditions</b> – Please refer to the Employment Contract, which may or may not include reference to the <a href="#">Queensland Lutheran Schools Single Enterprise Agreement 2024</a>.</p>
<b>Superannuation</b>	12.75% employer contribution from 1 July 2025
<b>Location</b>	St Peters Lutheran College – Indooroopilly 66 Harts Road, INDOOROOPIILLY QLD 4068
<b>Professional Behaviours</b>	<p>Applicants are expected to respect and uphold the College's Mission of "Excellence in Christian Co-Education", support the Christian ethos of St Peters Lutheran College, and uphold the Code of Conduct and Valuing Safe Communities standards.</p> <p>All employees are expected to demonstrate courtesy, co-operation and teamwork with fellow members of staff, and actively and effectively participate in reasonable directions provided.</p>
<b>Child Protection</b>	<p>All employees of St Peters are required to complete annual Child Safety Training. New employees must complete this training upon commencement, and/or provide certificate of completion from previous workplace.</p> <p>Employees must understand and adhere to the College's Child Protection Policy and Procedures.</p>
<b>Health &amp; Safety</b>	<p>All employees are required to take reasonable measures to protect their own health, safety and wellbeing, and that of others, and to follow all reasonable Health and Safety policies, guidelines, and directions.</p> <p>Managers hold additional accountability for operational management of safe work practices in their area, including making appropriate resources, information, and training available to their team members.</p>
<b>Policies &amp; Procedures</b>	Employees are expected to understand and act in accordance with St Peters policy and procedure documents that are available on the College's intranet, relevant legislation and directions within the employment contract and/or Queensland Lutheran Schools Single Enterprise Agreement and take the responsibility to maintain currency with these.



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<b>Compliance Requirements</b>	<p>Right to work in Australia</p> <p>Current Blue Card and/or Queensland College of Teachers Registration.</p> <p>Identified positions will require additional security clearances. All successful candidates will be required to obtain and maintain currency and levels of security clearance.</p> <p>Timely completion of mandatory training requirements and training relevant to their role.</p>
<b>Other Relevant Information</b>	<p>The College will conduct relevant and required applicant checks which includes and is not limited to, contacting current and previous employer(s) to substantiate employment history, past conduct and performance.</p> <p>St Peters Lutheran College aims to be a preferred employer by fostering and valuing diversity, ensuring equitable and fair treatment for all, and respecting and upholding human rights.</p> <p>The College is committed to increasing the participation rate of Aboriginal and Torres Strait Islander people through best-practice recruitment methods and producing positive training and employment outcomes for Aboriginal and Torres Strait Islander people within the wider communities.</p> <p>The collection and handling of information will be consistent with the requirements of the <i>Privacy Act 1988</i>.</p>
<b>Further Information</b>	<p>Further information about St Peters can be found at <a href="http://www.stpeters.qld.edu.au">www.stpeters.qld.edu.au</a></p>

20 October 2025