

Position Description

Multi-Skilled Labourer

Position Title:	Multi-Skilled Labourer	Directorate:	Infrastructure & Development
Position Number:	100994	Department:	Works
Employment Status:	Full-Time	Position Type:	Outdoor Employee
Employment Type:	Permanent	Location:	Work Centre
Classification Structure:	Grade 2		
Reports to:	Vegetation Control Coordinator		

PRIMARY PURPOSE:

The role of the Multi-Skilled Labourer is to undertake vegetation control works effectively and efficiently within the Municipality that meets with legislation, industry standards and GCC's annual renewal and upgrade plans.

ORGANISATIONAL REPORTING RELATIONSHIPS:

1. Internal:

- The **Multi-Skilled Labourer** reports to the **Vegetation Control Coordinator** for all operational and management matters.
- The role is a key contributor to the maintaining of council public spaces and will assist in the implementation of council's vegetation control schedules as required. They will also liaise with other employees of Council.

2. External:

- The role will liaise with external stakeholders such as members of the public, ratepayers, community members, visitors and contractors.

Accountabilities And Responsibilities

Technical	<ul style="list-style-type: none"> ▪ Assist in delivering and maintaining schedule and ad-hoc works to deliver activities including but not limited to weeding, spraying, hedge trimming, mowing, brush cutting. ▪ Operate machinery and small plant including (brush cutters, mowers, hedge trimmers, chainsaws etc) in accordance with the relevant acts, legislation and guidelines to deliver works in accordance with works program. ▪ Provide competent traffic management associated with the control and direction of vehicular traffic through and around work sites. Including install/remove and record signage for works carried out in road reserves in accordance with recommended standards. ▪ Support the maintenance of council spaces by assisting with the removal of rubbish, green waste, and other debris from parks, reserves, and natural areas ▪ Direct customers/community concerns raised at worksite to the appropriate persons (ie Customer Service or Manager)
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Team Work and Collaboration	<ul style="list-style-type: none"> ▪ Collaborate with all council employees and proactively share knowledge to help build and maintain skills and capability. ▪ Perform duties in a manner that fosters cooperation and maintains positive working relationships with team members. ▪ Show respect for others and their viewpoints, contributing to an inclusive and respectful workplace culture. ▪ Deliver high-quality, compliant work and advice that earns trust and promotes respect from colleagues and the community. ▪ Work collaboratively with team members and stakeholders to achieve outcomes effectively and on time. ▪ Assist in the delivery of daily team operations, participating in team meetings, and allocating work tasks. ▪ Contribute to an inclusive workplace culture by respecting diverse perspectives and encouraging open, constructive communication ▪ Take ownership and responsibility for delivering activities that benefit the community and align with council goals, strategic and annual plans.
Customer Service	<ul style="list-style-type: none"> ▪ Represent the Council in a professional and positive manner ▪ Ensure that a high standard of customer service is maintained to both internal and external customers. ▪ Identify and contribute to opportunities for continuous improvement in service delivery.
Organisational Responsibilities	<ul style="list-style-type: none"> ▪ Actively participate in professional development and training activities and contribute to the achievement of individual performance objectives. ▪ Take ownership of work priorities to ensure tasks are completed accurately, efficiently, and to a high standard. ▪ Ensure all assigned work is delivered within agreed timeframes, budgets, and quality expectations. ▪ Support and promote a diverse and inclusive workplace culture that prioritises the safety and wellbeing of children, young people, the community, and employees. ▪ Employees may be required to perform additional duties that are within the scope of their skills, competencies, and training, consistent with their classification level. These duties may be undertaken across various areas of the Council, as directed, to support organisational needs and service delivery. ▪ This role may require reasonable after-hours activities and overtime when required by business needs.
Governance, Risk and Compliance	<ul style="list-style-type: none"> ▪ Undertake all activities in accordance with Council's code of conduct, values, policies, procedures, delegations and legal obligations. ▪ Comply with Work Health and Safety (WHS) policies, procedures and safe work practices. ▪ Promptly report hazards, incidents, injuries or unsafe practices in accordance with Council requirements. ▪ Ensure adherence to all relevant legislation, regulations, and organisational standards to maintain compliance with legal, safety, and certification requirements. ▪ Proactively identify areas of non-compliance and support the implementation of corrective actions.

	<ul style="list-style-type: none"> ▪ Maintain current knowledge and expertise in relevant fields, including awareness of industry best practices and updates to legislative and regulatory frameworks. ▪ Monitor compliance with applicable Acts, Regulations, and standards to meet legal and certification requirements, report non-conformances and implement corrective actions as needed. ▪ Participate in professional development and training activities and maintain up-to-date certifications and complete all mandatory compliance and training requirements.
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Key Selection Criteria	
Licences	<ul style="list-style-type: none"> ▪ Current registration to work with vulnerable people (RWVP) ▪ Medium Rigid Truck “MR” Class license (or ability to acquire within 3 months) ▪ White Card ▪ National Police Check (is required for all GCC positions)
Desirable	<ul style="list-style-type: none"> ▪ Traffic Management Accreditation (RIISS00058 – Traffic Controller, and RIISS00060 Traffic Management Implementer) ▪ Chemcert accreditation ▪ Chainsaw Accreditation ▪ First Aid Certificate
Skills and Experience	<ul style="list-style-type: none"> ▪ Demonstrated experience in vegetation management, including weeding, spraying, hedge trimming, mowing, brush cutting ▪ Experience in the use of machinery and plant including chainsaws, hedge trimmers, brush cutters etc. ▪ A well-developed understanding and knowledge of Workplace Health and Safety. ▪ Physically fit and proven ability to work in all weather conditions and terrains. ▪ Ability to work well within a team environment and to adapt to a changing environment.

Our Values



WE RESPECT EACH OTHER

We respect the skills, knowledge and diversity of our team mates

Everyone is heard and is valued

We care for the well-being and safety of each other

We check in on each other without being prompted

Listening and being listened to matters



WE ARE TRUSTED

I've got your back and you've got mine

We do what we say we will

We are empowered

Have honest and open conversations

We are trusting and trustworthy

We learn from our mistakes and share what we learn



TOGETHER WE ARE BETTER

Robust and thoughtful decision making together

Solving important problems together

We reach out to others and across teams for help

We collaborate more and handball less

Share our skills and knowledge



WE DELIVER

We serve and stand up for our community

We knuckle down and focus on what matters

We are courageous and determined to find a way

We seek opportunities to continually improve outcomes and then we act on them

Our Culture

This is OUR WAY to achieve results through our people and teams to make Glenorchy a better place every day.

WE FOSTER AND MODEL A CULTURE WHERE:

We **RESPECT** others and their viewpoints as being as important as our own

We trust and are **TRUSTED** by each other

We know that by working **TOGETHER** we achieve better outcomes

We take personal responsibility, and together we **DELIVER** for our community

ACKNOWLEDGEMENT:

I have read and agree to abide by the requirements of this position description.

Employee Name:			
Employee Signature:		Date:	