



POSITION DESCRIPTION –

Position Title	Planning Compliance Officer	Classification	Band 5
Directorate	Community & Planning Services	Department	Regulatory Services
Direct Reports	NIL	Date	July 2026
Reports to	Coordinator Compliance Services		

ORGANISATIONAL CONTEXT

Cardinia Shire Council is committed to building a sustainable shire for present and future generations to enjoy. Council plays an important role in supporting the community by delivering a wide range of services that enhance the wellbeing of residents now and into the future.

To support the delivery of these services, Council is focused on building a skilled and professional workforce with the capability to respond to current priorities and future challenges. Employees are expected to contribute to high-quality service delivery, demonstrate sound professional judgement, and work collaboratively to achieve positive outcomes for the community.

Council is committed to providing a safe, inclusive and supportive working environment that enables employees to perform at their best while contributing to the achievement of Council's strategic objectives.

POSITION OBJECTIVES

- Provide efficient and effective service across the spectrum of Planning Enforcement
- Deliver planning enforcement outcomes consistent with Cardinia Shire Council's procedures and policies.
- Ensure that the use and development of land and vegetation management within the Cardinia Shire complies with relevant planning controls, planning legislation and planning approval, and that effective action is taken to bring about compliance.
- Provide proactive enforcement services of Planning Enforcement matters pertaining to land use, development and adherence to planning permit conditions.

KEY RESPONSIBILITIES AND DUTIES

Key responsibilities include, but are not limited to:

- Investigate and monitor complaints and alleged breaches of the Cardinia Planning Scheme, Planning & Environment Act, Planning Permit conditions and take the appropriate remedial action.
- Issue infringement, contravention and other notices in accordance with the Planning & Environment Act.
- Obtain, prepare and document sufficient and appropriate evidence to support all enforcement undertaken.
- Provide current and accurate advice to customers, Council Officers and Government Authorities on the interpretation of the provisions of the Cardinia Planning Scheme and related legislation.
- Prepare correspondence, reports or memorandums as required for consideration by senior officers on monitoring, infringement and enforcement matters.
- Collect, prepare and present evidence for infringement and enforcement action and legal proceedings on behalf of Council at the Victorian Civil and Administrative Tribunal (VCAT) and Magistrates Court.
- Proactively audit planning permits and monitor use and development within the Shire to ensure compliance with Planning controls.

- Prepare educational and guidance materials to help landholders understand planning compliance matters and encourage compliance with planning controls.
- Assist in all other Regulatory Services functions, where required

POLICY AND PROCEDURE COMPLIANCE

- Adhere to (and promote) HR, IT, OH&S/Risk Management policies, procedures and practices.
- Demonstrate understanding and accountability for record keeping policy including the accuracy and capture of data, the sensitivities involved and the release and destruction of documents.

OCCUPATIONAL HEALTH & SAFETY RESPONSIBILITIES

- Take reasonable care for the health and safety of yourself and others in the workplace, ensuring we provide and maintain a working environment that is safe and without risk to the health of employees, contractors, visitors and the general public, as far as is reasonably practicable.
- Ensure all legislative and regulatory responsibilities are addressed and met in relation to occupational health and safety.
- Responsible for ongoing consultation with employees, employee health and safety representatives and supervisors to identify and eliminate hazards and risks in the workplace.
- Ensure hazards, incidents, near misses and injuries are reported immediately and recorded within the appropriate system.
- Actively participate in the planning and execution of Return-to-Work plans as required.

ACCOUNTABILITY AND EXTENT OF AUTHORITY

- Freedom to act set by clear objectives with frequent consultation with supervisor and a regular reporting to ensure adherence to plans.
- Ensuring compliance with the provisions of the Planning & Environment Act, Cardinia Planning Scheme, permit conditions, relevant Local Laws and any other Act enforced by Council.
- Issue Planning Infringements, compile briefs of evidence and facilitate resolution of Planning Enforcement disputes.
- Decisions and actions taken are subject to review by the supervisor.
- Act in accordance with position objectives, with regular reporting to ensure adherence to position goals and objectives.
- Make operational decisions within the scope of work allocated.
- Accountability for the quality, accuracy and effectiveness of work produced.
- Freedom to act in accordance with legislative requirements and organisational policies and processes.

JUDGMENT AND DECISION MAKING

- Objectives of the work usually well defined, but method, technology, process or equipment must be selected from a range of available alternatives.
- Guidance and advice is usually available within a time to make a decision.
- May involve problem solving using guidelines, professional/technical knowledge or experience.

SPECIALIST KNOWLEDGE AND SKILLS

- Ability to develop and maintain effective relationships with a diverse range of stakeholders to achieve desired outcomes.
- High level of knowledge of Planning and Environment Act, planning schemes, Council policies, and other relevant Acts
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- An understanding of vegetation identification
- Ability to research and analyse information and prepare reports for consideration.
- Demonstrate initiative in managing work outcomes, opportunities, and challenges.
- An understanding of the long-term goals of the wider organisation and of its values and aspirations and a understanding legal and political context in which it operates.

- Possess a knowledge of systems and protective factors around keeping children and young people safe including child first and child protection reporting/services including Child Safe Standards.

INTERPERSONAL SKILLS

- Possess excellent communication and interpersonal skills with the ability to clearly articulate and present information as required.
- Ability to work independently yet be an effective member of a multidisciplinary team.
- Ability to gain the cooperation, assistance and trust of other employees with the organisation.
- Provide high-quality support and guidance with a demonstrated ability to work collaboratively.
- Proven ability to build and maintain productive and respectful relationships.
- Proven ability to maintain high levels of confidentiality.
- Effective customer service skills, with a strong desire to provide helpful and accurate advice and assistance to employees.

MANAGEMENT SKILLS

- Ability to ensure accuracy of written and verbal communication in a busy environment.
- Ability to operate in an environment with demanding workloads and time constraints.
- Develop and implement processes and provide support to the organisation when change is required.
- Ability to manage own time, set priorities and achieve targets within allocated budgets and resourcing, and where appropriate, that of other employees.
- Contribute to a collaborative and innovative values-based culture.
- Foster innovation and make suggestions to improve work practises and processes.

QUALIFICATIONS AND EXPERIENCE

- Tertiary qualifications (degree or diploma) in related field, industry qualification and/or equivalent experience in a comparable environment.
- Communication and interpersonal skills with the ability to clearly articulate and present information as required.
- Demonstrated experience in a planning enforcement role
- Thorough knowledge of the Statutory Planning process and associated legislation, policies, and planning scheme.
- A current Victorian Drivers Licence

KEY SELECTION CRITERIA

- Communication, negotiation and interpersonal skills with the ability to clearly articulate and present information as required.
- Able to make sound decisions based on experience and good judgement.
- Knowledge of planning legislation, planning schemes, Council policies and procedures, and relevant Acts and regulations applicable to planning enforcement.
- Ability to deal effectively, diplomatically and confidentially with enquiries and concerns.
- Effective customer service skills, with a strong desire to provide helpful and accurate advice and assistance to employees.

CONDITIONS OF EMPLOYMENT

Terms and conditions of employment are in accordance with the Cardinia Shire Council Enterprise Agreement 2024 and Cardinia's policies and procedures.

Tenure

This is a full-time ongoing position.

Pre-employment checks

All appointments are subject to a National Police Record Check, pre-employment medical check, and a six-month probationary period (new employees only). Certain positions may also require a Financial Background Check, Traffic Check or Working with Children Check.

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