

Position Description

Graduate Planning Officer

Position Title:	Graduate Planning Officer	Directorate:	Infrastructure & Development
Position Number:		Department:	Development
Employment Status:	Full-Time	Position Type:	Indoor Employee
Employment Type:	Permanent	Location:	374 Main Road, Glenorchy
Classification Structure:	Grade 4		
Reports to:	Lead Statutory Planner		

PRIMARY PURPOSE:

The primary function of this role is to undertake preliminary planning application assessment work and provide support of processes associated with the operation of the Statutory Planning Unit.

ORGANISATIONAL REPORTING RELATIONSHIPS:

1. Internal:

- The **Graduate Planning Officer** reports to the **Lead Statutory Planner** for all operational and management matters.
- The role is a key contributor to the Planning Services Team and will liaise with the employees of Council.

2. External:

- The role will liaise with external stakeholders such as members of the public, ratepayers, community members, residents, property owners, occupiers and developers, Government and statutory authorities, other local government organisations, business sector and peak bodies visitors and contractors.

Accountabilities And Responsibilities

Land Use Planning and Process Support	The primary function of this role is to undertake high quality and timely statutory land use planning and process support duties within Council's Planning Section, including: ▪ Undertaking a range of planning tasks such as writing planning reports and preparing draft email responses to enquiries. ▪ Consulting with relevant internal and external stakeholders in relation to land use and development matters. ▪ Researching and preparing accurate and comprehensive written reports on land use and development. ▪ Contributing to ongoing improvements to increase team efficiency and effectiveness.
--	--

Skills/Knowledge	▪ Understanding of the Tasmanian Planning Scheme and Land Use Planning and Approval Act 1993 ▪ Basic understanding of statutory assessment timeframes and basic planning concepts and processes ▪ Basic negotiation, time management, and decision-making skills. ▪ Competent written and verbal communication skills ▪ Developing ability to analyse planning applications, interpret the planning scheme and prepare draft assessments ▪ Managing a case load of around 25 applications, and developing ability to manage a target case load of a planning officer (ie approximately 33 applications for a 1FTE)
Supervision	▪ Works under general supervision with support from senior staff. ▪ Seeks guidance for unfamiliar or complex issues
Team Work and Collaboration	▪ 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	▪ 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	▪ 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	▪ 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. ▪ 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.

Key Selection Criteria	
Essential Qualifications	▪ A tertiary qualification in Land Use Planning or a relevant discipline (such as Environmental Design, Architecture or Geography) or a commitment to work towards such a qualification.
Desirable	▪ • An understanding of local government planning functions and legislation.
Licences	▪ Current registration to work with vulnerable people (RWVP) ▪ Drivers Licence (preferred but not essential)
Skills and Experience	▪ Basic problem solving and analytical skills and a good attention to detail. ▪ Ability to work as part of a team and autonomously on planning related matters within the scope of the role. ▪ A commitment to quality customer service, including fostering a culture of customer service excellence. ▪ Good time management skills to be able to meet deadlines under conflicting pressures while being committed to meeting customer expectations. ▪ Competent written and verbal communication skills with the ability to explain planning concepts to customers in a clear and concise manner.

Work Environment

Glenorchy City Council is a values-based organisation, committed to attracting, recruiting, and retaining individuals who uphold our values and actively contribute to the positive culture we aspire to build.

We are dedicated to maintaining high standards of performance in all areas, particularly in relation to Community, Work Health and Safety, Diversity, and Child Safety. All employees are expected to contribute to a safe and inclusive work environment by:

- Promoting and maintaining safe working conditions and practices.
- Supporting fair and equitable access to employment, promotion, training, and personal development.
- Actively working to eliminate workplace harassment and discrimination.
- Ensuring compliance and reporting obligations to safeguard children and young people.

The behaviours and performance standards expected of all Council employees are governed by our Code of Conduct, Workplace Values, Directives and guidelines.

Please note that Glenorchy City Council is a drug, alcohol and smoke-free workplace.

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:	