



APPLICANT PACK

Team Leader Water Services

City of Coffs Harbour



RECRUITING FOR:



CONTACT

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We respectfully acknowledge the Traditional Owners, the Gumbaynggirr people as the custodians of the land and waters, on which we work, live and play. We pay respects to the broader First Nations community and to Elders, past, present and emerging and acknowledge their continuing culture and contribution to the life of the region.



The Role

City of Coffs Harbour is seeking a capable, grounded and technically credible Team Leader Water Services to provide strong operational leadership across the City's water network operations.

This is a frontline leadership role within the City Infrastructure Directorate, reporting to the Section Leader Water & Wastewater Services. The position is responsible for leading the Water Services team in the delivery of safe, reliable and compliant drinking water services to the community.

The role combines hands-on operational leadership, technical oversight and people management in an environment where service reliability, public health and regulatory compliance are non-negotiable.



The Organisation

City of Coffs Harbour's vision is "Empowering the community and visitors to enjoy and grow our opportunities." The organisation is guided by values of innovation, collaboration, accountability, respect and empowerment. These values are expected to be demonstrated consistently through leadership behaviours, operational decision-making and daily practice.

The City Infrastructure Directorate is responsible for planning, delivering, operating and maintaining transport, open space, water and waste infrastructure across the local government area, supporting both community wellbeing and economic growth.

Within this, the Water and Waste Services Group is responsible for the planning, operation and maintenance of the City's water supply, wastewater systems, waste management and resource recovery facilities.

The Opportunity

Water services are among Council's most critical responsibilities. The water network function delivers customer-facing, safety-critical services that directly impact public health, community confidence and regulatory standing.

Council is continuing to strengthen its operational discipline, safety systems and leadership capability across water operations. This role presents an opportunity for an experienced operational leader to bring stability, clarity and consistency to a field-based team operating in a 24/7 service environment.

The Team Leader Water Services oversees a complex operating landscape, including ageing assets, reactive fault response, preventative maintenance obligations and evolving compliance requirements.

Key Operational Priorities

Service Reliability and Network Operations

The team is responsible for the day-to-day operation of the City's water reticulation network, including:

- Reactive response to water main breaks and faults
- Service connections and customer response
- Maintenance, inspections and operational assurance activities
- 24/7 operational responsiveness, including after-hours call-outs

The role requires sound judgement to balance urgency, safety, service continuity and asset protection.

Safety, Compliance and Risk Management

Water network operations occur in a high-risk environment involving excavations, confined spaces, traffic interfaces and public exposure.

The Team Leader is accountable for:

- Embedding safe systems of work and field discipline
- Ensuring compliance with WHS legislation, Australian Standards and Council systems
- Maintaining training currency and workforce competency
- Reducing operational risk through structured supervision and planning

Maintenance Discipline and Asset Care

The role plays a key part in shifting the function toward stronger preventative maintenance, improved work planning and better use of asset data, while maintaining responsiveness to urgent faults and service disruptions.

Leadership and Team Environment

This role requires a practical, visible leader who can provide structure, direction and steady follow-through in a field-based environment.

Success will come from building trust with crews, setting clear expectations and reinforcing consistent standards across safety, performance and behaviour. The emphasis is on calm authority, clear communication and dependable leadership rather than hierarchy or command-and-control.



Key Responsibilities

The Team Leader Water Services will:

- Lead and coordinate the Water Services operational workforce
- Allocate resources effectively to meet service priorities and response targets
- Monitor workloads, performance and outcomes to ensure efficiency and quality
- Embed strong safety culture and WHS compliance in daily operations
- Oversee maintenance programs for water reticulation assets
- Assist in the preparation and management of operational and capital budgets
- Manage contracts, minor works and service delivery within approved budgets
- Liaise with internal and external stakeholders to resolve issues and support outcomes
- Support staff development, performance management and succession planning



Stakeholder Environment

The role works closely with a range of internal stakeholders, including:

- Section Leader Water & Wastewater Services
- Water & Wastewater Treatment teams
- Water Systems Engineers and Technical Officers
- Customer Service and Planning teams
- Coastal Works (Council's internal civil construction function)

External interaction is primarily operational and may include community members, contractors and regulatory agencies such as NSW Health and DCCEEW.



What Success Looks Like in the First 12–18 Months

In the first 12–18 months, success will be reflected in improved operational confidence, safety discipline and team cohesion.

By this point, the successful Team Leader Water Services will have:

- Established strong leadership credibility with crews and coordinators
- Embedded consistent safety practices and improved incident prevention
- Improved communication, morale and day-to-day operational discipline
- Strengthened compliance confidence and reporting rhythm
- Reduced maintenance backlog through better planning and prioritisation
- Become a trusted operational leader within the broader Water & Wastewater function



Candidate Profile

Council is seeking a leader who combines operational water network expertise with strong people leadership.

The ideal candidate will bring:

- Demonstrated experience leading field-based water network teams
- Strong technical credibility in water reticulation operations
- A disciplined approach to safety, compliance and risk management
- Clear communication style and calm temperament
- Ability to plan, prioritise and lead teams in a reactive service environment
- Confidence engaging with stakeholders and representing the function professionally

Local government experience is strongly preferred, given the regulatory, governance and service expectations associated with council-managed water networks.

Note: You must be an Australian Citizen or hold the appropriate visa to work in Australia to apply for this role. Leading Roles will undertake checks to confirm your right to work in Australia at the offer stage.



Salary Package Information

The City of Coffs Harbour supports its employees, granting them the opportunity to achieve positive results. They work collaboratively to find solutions, both within the organisation and in collaboration with external partners, all while maintaining transparency and responsibility in all their pursuits.

A competitive remuneration package will be negotiated. The package will include:

- A permanent full-time position based on a 35-hour week
- Salary of \$125 000 per annum plus superannuation
- On-call and out-of-hours work required (with applicable allowances)
- Location across operational depots and Council facilities
- Delegated authority under the Local Government Act
- Staff have access to professional leadership and technical development programs and a collaborative, future-focused workplace culture that supports balance and wellbeing
- Health and Wellbeing programs
- Social club



About Council

Coffs Harbour, a coastal resort town cherished for its banana plantations, inviting resorts, and temperate climate, finds its home amidst the breathtaking convergence of mountains and sea. In a significant milestone in 2021, Coffs Harbour proudly earned the distinction of becoming the first certified ECO destination in New South Wales.



City of Coffs Harbour governs the vibrant regional centre, strategically located between Sydney and Brisbane on the mid-north coast of New South Wales. With a population of 78,759 and an expansive 1,175-square-kilometer territory, the region seamlessly blends urban, suburban, and rural environments.

Within its boundaries, the council encompasses not only the coastal city of Coffs Harbour but also several neighbouring suburbs, towns, and rural localities. These include the charming communities of Sawtell, Toormina, Woolgoolga, and Coramba, among others, each contributing to the rich tapestry of this region.

Coffs Harbour features a primarily rural character with expanding residential zones, rural residential enclaves, resorts, and industrial and commercial areas. This extensive jurisdiction includes valuable natural assets such as national parks, state forests, parklands, pristine coastlines, and inviting beaches. Agriculture plays a pivotal role, particularly in banana cultivation and timber production, while tourism flourishes along the picturesque coastline.

The governance of City of Coffs Harbour is entrusted to eight councillors and a Mayor, and the local government area is not divided into wards. As one of the city's largest employers, the council boasts a dedicated workforce of over 550 staff, reflecting its pivotal role in shaping and sustaining this dynamic and flourishing region.

Links to Council Information



Regional City Action Plan 2036 - Summary

The Coffs Harbour Regional City Action Plan provides a strategic framework to guide the city's growth and development towards 2036. It aligns with the North Coast Regional Plan 2036 and aims to capitalise on economic opportunities while preserving the region's unique environment and community character.

Vision and Strategic Pillars:

The plan envisions Coffs Harbour as a thriving, connected, and sustainable regional city, offering high-level services, business opportunities, and a vibrant cultural scene. The plan is structured around five key strategic pillars:

1. **Meet** – Strengthening community inclusivity and liveability through cultural, heritage, and placemaking initiatives.
2. **Move** – Enhancing connectivity within the city and to surrounding regions via improved transport networks and infrastructure.
3. **Play** – Developing recreational spaces and fostering an active, playful city.
4. **Work** – Driving economic development through industry growth, tourism, and employment hubs.
5. **Live** – Delivering diverse housing options and sustainable urban development.

Key Projects and Initiatives:

- **City Centre Revitalisation** – Positioning the city centre as a cultural and economic hub.
- **Transport and Infrastructure** – Expanding the role of Coffs Harbour Airport and creating a modern, integrated transport network.
- **Green and Blue Open Space Network** – Enhancing parks, reserves, and waterways for a healthier city.
- **Urban Renewal and Housing Growth** – Coordinating infrastructure to support housing development across the Coffs Coast.
- **Sustainability and Climate Resilience** – Striving for carbon neutrality, strengthening resilience to natural hazards, and protecting biodiversity.

The successful implementation of the plan depends on collaboration between state and local governments, community groups, and industry partners. Progress will be monitored in alignment with the [North Coast Regional Plan](#) to ensure its objectives are effectively delivered.

For a comprehensive understanding of the [Regional City Action Plan 2036](#), including its objectives and implementation strategies, stakeholders are encouraged to review the full document available on the council's official website.



Organisational Culture and Community Satisfaction Survey Results

Organisational Culture

The City of Coffs Harbour is committed to fostering a positive organisational culture that emphasizes community engagement, transparency, and continuous improvement. While specific internal organisational culture survey results are not publicly available, the council's dedication to these values is evident through its regular community interactions and responsiveness to feedback. The council actively seeks to understand and address the needs of its residents, reflecting a culture that prioritizes service excellence and community well-being.

Community Satisfaction Survey Results

To gauge community sentiment and satisfaction, the City of Coffs Harbour conducts regular surveys, notably the Community and Wellbeing Scorecards. These surveys assess residents' perceptions of council services and overall quality of life in the area.

In the 2022 Community and Wellbeing Scorecard, key findings included:

- **Positive Regional Changes:** 76% of respondents observed positive changes in the region over the preceding two years.
- **High-Performing Areas:** The council received commendable ratings in sport and recreation, lifeguard services, library services and respect for Gumbaynggirr people and their culture.
- **Business Environment:** 78% of respondents considered Coffs Harbour a favorable place to own or operate a business.
- **Health Perception:** Self-reported general health improved, with 87% of respondents rating their health as good to excellent, up from 78% in 2020.

These results indicate a generally positive perception of the council's efforts and the quality of life in Coffs Harbour. The council utilises this feedback to inform strategic planning and service delivery, ensuring alignment with community expectations.

The City of Coffs Harbour demonstrates a strong commitment to nurturing a positive organisational culture and actively engaging with the community to assess satisfaction levels. Through regular surveys and responsive planning, the council strives to enhance service delivery and foster a thriving, satisfied community.

Source: "Community and Wellbeing Scorecards" and "There's No Place Like Coffs" media release – prepared by City of Coffs Harbour.



Living in the Region



Housing

In the City of Coffs Harbour region, you'll find a diverse housing landscape, from urban apartments to suburban homes, coastal cottages, and rural properties. The region's commitment to sustainability and quality of life makes it an attractive place to call home.



Educational Facilities

The City of Coffs Harbour region boasts a well-rounded education landscape catering to residents of all ages. It hosts a range of primary and secondary schools, both public and private, providing quality education for local students. Additionally, the region is home to TAFE (Technical and Further Education) campuses offering vocational training and courses for career development. For higher education, students can access various tertiary institutions through distance learning or at the local Southern Cross University.



Healthcare

The City of Coffs Harbour region is well-equipped with a comprehensive healthcare infrastructure. It features a range of medical facilities, including public and private hospitals, clinics, and general practitioners, ensuring accessible and quality healthcare services for residents. The area is also home to specialised healthcare centres, offering services in various medical fields. Additionally, the region places a strong emphasis on community health and well-being, with numerous allied health professionals, mental health services, and wellness programs available.

**For further information about living in the region visit
[“Relocating to Coffs”](#)**



Living in the Region



Shopping & Dining

The region offers diverse shopping and dining experiences to residents and visitors alike. The area boasts a mix of shopping options, from modern shopping centres featuring well-known retailers to boutique stores and local markets showcasing unique finds. Dining is equally varied, with numerous restaurants, cafes, and eateries serving everything from seafood to international dishes. From casual to upscale, the food scene caters to all tastes, ensuring a satisfying meal for everyone. The region has a wealth of options to explore and enjoy.



Sports & Recreation

The region provides an extensive array of sports and recreation facilities, catering to the active and leisurely pursuits of residents and visitors alike. Sporting enthusiasts can enjoy well-maintained sports fields, courts, and facilities for various activities such as soccer, rugby, cricket, tennis, and more. The region's natural beauty is complemented by numerous parks, walking trails, and scenic spots, offering opportunities for outdoor recreation, picnics, and relaxation. For water enthusiasts, the pristine coastline provides ample options for swimming, surfing, and fishing. Additionally, there are golf courses, gyms, and fitness centres to support health and wellness goals.



Getting Around

Coffs Harbour is served by an airport, the Coffs Harbour Airport (CFS), which provides domestic flights connecting to major cities in Australia. For ground transportation, the region is well-connected by road, with the Pacific Highway (M1) running through the area, linking it to Sydney and Brisbane. Public transportation includes bus services connecting different parts of the city, making commuting and exploring the area accessible. For those who prefer rail travel, the nearby city of Grafton offers a railway station on the North Coast Line. Overall, the region's transportation options ensure that residents and visitors can easily get around and connect to nearby regions and cities.

Council and Community



Recruitment Process and Timeframes



How To Apply?

Please submit your application via the Leading Roles website. Please upload:

- Your CV
- A covering letter addressing the **Candidate Profile (Page 9)**



Evaluation Process

Leading Roles and City of Coffs Harbour will determine a shortlist of suitable applicants based on desktop review of applications and initial interviews with a select group of applicants.

Applicants that have been shortlisted will be advised and asked to attend an interview with the interview panel. City of Coffs Harbour may elect to undertake further interviews as required.

Preferred / shortlisted applicants may be required to undertake psychometric assessments to assist in understanding the working preferences and attributes and potential fit to the role. You will also be required to undergo a criminal history check, VEVO “right to work” check as well as financial probity checks.



Indicative Timeframes



Applications Open

- Week Commencing Monday 9 February 2026



Applications Close

- 5:00 pm AEST Monday 9 March 2026



Initial Assessment

- Week Commencing 9 March 2026



Council Interviews

- Week Commencing 16 March 2026 (TBC)

*Note these timeframes are indicative only and may change subject to the outcomes of the recruitment process, council staff and candidate availability.

Privacy Information

Leading Roles is collecting your personal information in accordance with the Information Privacy Act for the purpose of assessing your skills and experience against the position requirements. The information you provide in your application will only be used by employees of Leading Roles. Your information will be provided to authorised Council Officers, including Human Resources and the relevant selection panel members. It will not be given to any other person or agency unless you have given us permission, or we are required by law.



What Happens Next?

At Leading Roles, we prioritise candidate care and engagement throughout the recruitment journey. The process typically takes 6 to 8 weeks, from submission of your application, and we strive to keep you informed with regular updates.

While feedback may not be immediate, we assure you that we will contact you with updates and relevant information as soon as possible. The schedule below indicates when you will hear from us. Thank you for your understanding as we carefully manage a high volume of applicants and coordinate with client schedules.

Stage	What to Expect
Week 1-3 Application Stage	<ul style="list-style-type: none"> • Application Acknowledgment: Prompt acknowledgement of your application.
Week 4 Initial Interviews	<ul style="list-style-type: none"> • Applicant Review: We work closely with our clients to determine longlisted applicants that match the requirements for the role. • Video Conference Interviews: Initial interviews with longlisted applicants. • Feedback: Shortlisted applicants agreed with client. Feedback provided to applicants.
Week 5 & 6 Client Interviews	<ul style="list-style-type: none"> • Preparation: Shortlisted candidates receive a briefing prior to client interview. • Panel Interviews: Consultants facilitate client interviews, at the discretion of the client, online or in-person. • Feedback: Post-interview feedback provided to candidates.
Week 5 & 6 Verification	<ul style="list-style-type: none"> • Checks: Simple online verification, including: <ul style="list-style-type: none"> ◦ Reference Checks ◦ Criminal History and Right to Work Checks ◦ Psychometric Assessments (if requested by client)
Week 6 Offer & Negotiation	<ul style="list-style-type: none"> • Negotiation: Consultant to support salary negotiations. • Engagement: Direct candidate engagement with the Council for contract questions and onboarding.
Week 6 to 8 Project Finalisation	<ul style="list-style-type: none"> • Future Opportunities: If unsuccessful, with your permission, you'll be added to our Talent Pool for future opportunities.
Post Placement	<ul style="list-style-type: none"> • Check-in: Regular check-ins throughout the first year.



BELINDA WALKER

Executive Talent Consultant



Belinda is our senior talent consultant with close to 20 years’ experience recruiting executive, senior management and specialist roles in the public and private sectors throughout Australia and the United Kingdom.

Belinda commenced her career as a communications specialist, working in the not-for-profit and professional services sectors in the UK and Queensland

Belinda prides herself on her stakeholder engagement skills, her client and candidate care, and her collaborative communication style to ensure a quality and professional level of service is always delivered.

Client Rating 

Candidate Rating 

CONTACT

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ATTACHMENT

Position Description

POSITION DESCRIPTION

POSITION: Team Leader Water Services	
DIRECTORATE: City Infrastructure	GROUP: Water and Waste Services
SECTION: Water and Wastewater Services	REPORTS TO: Section Leader Water & Wastewater Services
GRADE: I	EMPLOYMENT TYPE: Permanent, Full-time
HOURS/WEEK: 35	POSITION No.: 1179
DATE: February 2025	

OUR VISION

“Empowering the community and visitors to enjoy and grow our opportunities”.

OUR VALUES

We ensure that our Values are the foundation for everything we do.



iNnovate

Challenge the status quo in search of better outcomes.



Collaborate

Seek to understand different perspectives to problem solving.



Accountable

Take ownership and have the courage to call things out.



Respect

Mutual respect. No time for disrespect.



Empowering

Here to make a difference.

THE DIRECTORATE

Our City Infrastructure Directorate is responsible for planning, designing, delivering, operating and maintaining transport, open space, water and waste infrastructure for our local government area and delivering civil construction projects for clients.



THE GROUP/SECTION

Our Water and Waste Services Group is responsible for planning, delivering, operating and maintaining the City's water, wastewater facilities and networks and waste management and resource recovery facilities.

POSITION OBJECTIVES

- Effective leadership and management of the City's Water Services team, delivering the full suite of drinking water services to the community.
- Operation of the City's water reticulation systems to ensure the delivery of high-quality services to internal and external customers.
- Provision of expert engineering for water systems to ensure compliance with regulations and best practice.
- Demonstrate a commitment to City of Coffs Harbour's core values, comply with the Code of Conduct and promote the image of City's as an efficient and professional organisation.

KEY ACCOUNTABILITIES

Work Health & Safety (WHS)

Contribute to a safe working environment by:

- Demonstrating safe work place practices and behaviours and encouraging others to do the same.
- Reporting all incidents, near misses and hazards in accordance with the City's processes.
- Taking reasonable care for own health and safety and the health and safety of others in the workplace.
- Participate and contribute in WHS training and consultation as required and be supportive of the implementation and development of safe work practices.
- Compliance at all times with statutory and regulatory requirements and Australian Standards.

Customer Service

Promote a positive and professional image of the City through:

- Creating and maintaining good relationships with the Community and our stakeholder customers.
- Taking the time to understand the needs of customers and their expectations.
- Provision of clear, accurate and timely technical and general advice to Council, management, stakeholders and clients.
- Following up on both positive and negative feedback received.
- Considering customer service in all aspects of their duties.
- Continuously looking for ways to improve the level of customer service you deliver.

Community Engagement

Committed to active and appropriate engagement processes guided by the principles of:

- Informing – Giving information to the community where instructed.
- Consulting – Obtaining community feedback when requested.
- Involvement – Engaging directly with the community as directed.



- Partnership – Partnering with the community to create solutions.
- Enabling – Placing final decision making in the hands of the community and City of Coffs Harbour management

Learning and Development (L&D)

Support the City of Coffs Harbour as a high performance organisation by:

- Participating in strategic learning and development initiatives.
- Undertake and participate in L&D initiatives that directly enhance and/or improve individual performance and contribute to the City's effectiveness.
- Take individual responsibility for own learning and engage in professional development.
- Participate in learning and development activities in accordance with the City's Training plan.
- Work collaboratively with the other staff to identify training needs and appropriate solutions.

Sustainability

- Consider the interconnections between economy, society and environment and ensure sustainability.
- Incorporate the City's Sustainability Policy and Climate Change Policy into daily operations whilst applying appropriate environmental laws and the management of cultural diversity in controlling the risk of serious or irreversible impacts on the environment, society and heritage values.

Continuous Improvement

- Supporting staff and the leadership team in the implementation of new and improved business processes.
- Support organisational initiatives including business and cultural change programs that progress the organisation towards the desired state.

Organisation Support

- Support the leadership and management by:
 - Embracing the organisations vision and values, so that they are demonstrated through behaviours, actions and attitudes.
 - Ensuring all appropriate City Policies and Procedures relating to employment, including Equal Employment Opportunity, Code of Conduct and Fraud & Corruption.
 - Ensuring the WHS responsibilities of the role are undertaken in accordance with the City WHS Responsibilities Statement, WHS legislation and other City Policies and Procedures regarding WHS.
 - Ensuring business records are maintained accurately and on time, in accordance with the City's Records Management Policy.
 - Providing valued team contribution, coupled with performance and behaviours consistent with a positive and productive work environment.

KEY AREAS OF RESPONSIBILITY

- Operate the City's water reticulation services and reservoirs.
- Implement the City's legislative and regulatory requirements as they relate to water reticulation.
- Implement water strategies as required by DCCEEW, NSW Health, and other regulatory agencies.
- Manage the City's legacy drinking water assets.
- Deliver the maintenance program for distribution assets as adopted by the City.

- Implement and improve preventative and reactive maintenance management systems and reporting for water reticulation assets.
- Undertake the preparation of contract documentation, calling of tenders, and awarding of contracts to ensure contract works are undertaken in accordance with the specification, program and to budget.
- Assist with the preparation and management of OpEx and CapEx budgets for water reticulation services.
- Manage expenditure and budgets, reporting and adjusting works to achieve financial goals and agreed levels of service whilst minimising lifecycle costs.
- Liaise with internal and external stakeholder groups to resolve conflicts and produce favourable outcomes.
- Consider whether decisions or actions will have a negative impact on the environment or the community, either now or in the future and mitigate risks accordingly
- Apply environmental laws and associated systems and processes to control the risk of serious or irreversible impact on the environment.
- Implement innovation into Water Operations to keep the City ahead of the market on processes that relate to community engagement.
- Implement practices that ensure continued positive perception of the services the City provides now and into the future.
- Lead professional, technical, and/or operational staff under your supervision to ensure they are flexible, adaptive, efficient and productive, with particular regard to:
 - Coordinating the allocation and effective use of resources to deliver on the organisation's business needs and work priorities, as determined by the Section Leader.
 - Assisting in establishing work team and individual objectives and the communication of those objectives.
 - Monitoring workloads and outcomes to ensure that targets are being met and duties are undertaken in an efficient and competent manner, in accordance with position descriptions, delegations and Council policies.
 - Undertake performance appraisals for staff under your supervision.
 - Assisting staff by facilitating opportunities to develop their skills, qualifications and career aspirations, whilst ensuring the need to plan for staff succession.
 - Ensuring that you, and your staff, are safety conscious and work to the requirements of the WHS Act, WHS regulation and Council's Workplace Health and Safety Management System.
- Undertake other tasks/duties as directed by your leader – that are within the skills, capability and training of the employee.

KEY RELATIONSHIPS

Internal

- Group Leader Water & Waste Services
- Section Leader Water & Wastewater Services
- Section Leader Mechanical & Electrical Services
- Team Leader Water & Wastewater Treatment, Team Leader Wastewater Services, Water & Wastewater Systems Engineer
- Water Technical Officers
- Coordinator Water Operations
- Water Operations Team

External

- Regulatory bodies (NSW Health, DCCEEW, NRAR, Dam Safety NSW, etc)

OTHER POSITION REQUIREMENTS

- Based on a 35 hour week, working hours are weekdays/Monday to Sunday between 06:00 and 19:00, actual start and finish times to be arranged between the employee and people leader .
- Flex time may be available in accordance with City procedures.
- Work may be required to be undertaken outside of ordinary working hours as agreed with your People Leader. Payment will be in accordance with the Award and the City's Enterprise Agreement (EA).
- Subject to operational requirements you may be required to be on-call outside of normal hours, with payment as per the Award.
- The following allowances apply where the position requirements and/or nature of work meet the criteria for payment in accordance with the Award or the City's EA:
 - On Call allowance
- This position is delegated with certain powers, authorities, duties and functions under the City's Delegations of Authority in accordance with the Local Government Act.
- This position may be located at either Marcia Street Depot or Yarrila Place with the requirement to attend and/or work at other sites/locations having regard to the nature of the role.
- This position involves working in a predominantly indoor environment and using a computer is considered a core component of the role. There may be occasional visits to other work locations. The position requires an average level of aerobic and physical fitness to undertake occasional physical activities, including manual handling tasks as part of a normal working environment. A medical assessment will be required to be completed prior to commencement.

QUALIFICATIONS/LICENCES/EXPERIENCE

Essential

- Degree in Civil/Environmental Engineering or equivalent qualifications acceptable for Professional Membership of Engineers Australia.
- Significant relevant leadership experience in a similar sized team
- Demonstrated experience in the operation, maintenance, and management of water reticulation systems.
- Class C Drivers Licence.
- National Construction Industry Induction Certificate (White card)

Desirable

- Confined Spaces Entry statement of attainment
- Supervise Asbestos Removal statement of attainment
- Certificate in Project and/or Contract Management

CAPABILITIES

- Demonstrated knowledge and capability in contract administration and budget management including cost, quality and safety management systems
- Demonstrated knowledge and ability across all aspects of asset maintenance and operations
- Demonstrated knowledge and capacity in driving WHS and risk management processes in a regulatory and maintenance framework
- Demonstrated capability in managing large teams and a diverse range of staff.
- Strong capacity in meeting timeframes and delivering services within budget
- Demonstrated skills in leading change and continuous improvement.
- Strong ability to lead, inspire and organise staff to meet team obligations.
- High level interpersonal skills and strong stakeholder management ability.
- An understanding of the principles of sustainability.
- Knowledge of working in confined spaces
- Knowledge of working at heights

Position Demands Analysis

Team Leader Water Services

EXPOSURE RATING TABLE			
No exposure	Low Exposure	Medium Exposure	High Exposure
0 hrs daily	0-2 hrs daily	2-4 hrs daily	4-8 hrs daily
0	1	2	3

PHYSICAL REQUIREMENTS					
Sedentary work lifting 0-4.5kg	1	Elevating arms above shoulder height	1	Climbing to access / exit excavations	0
Light work lifting 4.5-9.1kg	0	Extend arms for reaching	1	Kneeling for extended periods	0
Medium work lifting 9.1-22.7kg	0	Sitting for extended periods	3	Crawling	0
Heavy work lifting 22.7-45.5kg	0	Standing for extended periods	1	Balancing	0
		Walking for extended periods	1	Hearing above background noise	2
Repetitive Lifting	0	Walking on uneven ground	1	Depth perception	2
Pulling Loads > 5kg	0	Frequent bending / stooping	0	Colour vision	3
Pushing loads > 5kg	0	Shovelling / digging	0	Fine manipulation	3
Lifting with trunk twisting	0	Throwing	0		
USE OF PERSONAL PROTECTIVE EQUIPMENT					
Safety boots / shoes	3	Dust Mask / Respirator	1	Reflective vest	1
Hard hat	1	Protective eyewear	1	Breathing Apparatus (BA)	0
Ear plugs / muffs	1	Gloves	0		
EXPOSURES					
CHEMICALS		CHEMICAL NAME/TYPE		BIOLOGICAL	
Dusts	1			Odours	1
Liquids	0			Mists / Fumes	0
Herbicide spraying	0			Possible exposure to sharps	0
Pesticide spraying	0			Possible exposure to Tetanus	1
Gases / Vapours	1			Possible exposure to Hepatitis A, B, C	1
Working with solvents	0			Possible exposure to blood / bodily fluids	1
				Possible exposure to plant pathogens	0
PHYSICAL/PSYCHOLOGICAL					
Inside work	3	Working near machinery	1	Slippery surfaces	1
Outside work	1	Operating machinery	0	Low light areas	0
Confined spaces	1	Vibration	0	Shift work	0
Working alone	1	Working at heights	0	Use of computer for screen based activities	3
Working with hot substances	0	High Temperatures > 38 degrees	0	Prolonged Driving (periods > 2hrs)	0
Working with cold substances	0	Low Temps < 3 degrees	0	Violence / aggression from customers	0
Noisy work areas	1	Fatigue	1	Violence / aggression from animals / wildlife	0



Leading Roles

People ▶ Performance ▶ Partners

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