

Burdekin Shire Council is currently seeking applications for a Cadet Technical Officer. The successful applicant will be required to undertake full time employment while completing an Associate Degree of Engineering (Civil) through the University of Southern Queensland.

Employee Benefits of Working at Council for Cadets

- Learn as you work - University fees paid by Council
- 4 hours paid study leave per week
- Nine day fortnight (working 72.5 hours per fortnight)
- 5 weeks annual leave per year
- 17.5% annual leave loading
- Up to 12% Superannuation (conditions apply)

The key responsibilities include:

- Enrol in an Associate Degree of Engineering (Civil) and commit to studying for and obtaining this qualification. Apply this knowledge to the workplace.
- Under general direction, undertake projects as a technical officer, including investigation, design, survey, cost estimation, as constructed recording.
- Conducting or assisting engineering survey work using a variety of instruments including total station, automatic level and GPS equipment.
- Participating in Council's Flood Reporting Service. Operation of and maintenance of the Council's and flood reporting radio systems.
- Assist with the collection and management of road, drainage, water, and sewer asset information.

Applicants should familiarise themselves with the entire position description.

The commencing salary is dependent upon age and experience with a minimum starting rate of \$43,404 per annum.

Applications for **20/48 – Cadet Technical Officer** should include:

- A cover letter
- A current resume
- Statements addressing the selection criteria
- Most recent academic record

Applications can be submitted using one of the following methods (Word or PDF format is preferable):

- Email – employment@burdekin.qld.gov.au
- Mail – Confidential Application No. 20/48, PO Box 974, Ayr Qld 4807

Applications close on Monday, 2 November 2020 at 5.00pm.

For further information please contact the Design Office Coordinator – Glen Stockdale on (07) 4783 9800.

It is essential to respond to each criterion explaining how you have demonstrated each skill or quality, with examples from your work experiences. Short-listing of candidates will be based upon an assessment of how well the following selection criteria are addressed.

Essential

1. Must meet the eligibility requirements to enrol at the University of Southern Queensland and complete external studies towards the Associate Degree in Engineering (Civil).
2. Demonstrated interest in technical design and drafting works.
3. CPCCWHS1001 - General Construction Induction White Card or ability to obtain prior to commencement date.
4. Demonstrated ability to work in a team environment and take direction from qualified associates and management.
5. Class C driver's licence (manual licence).

Desirable

1. Previous experience with Computer Aided Drafting (CAD) software.

Position Number	30012
Certified Agreement	Burdekin Shire Council Certified Agreement - 2018
Award	Queensland Local Government Industry (Stream A) Award – State 2017
Award Section	Section 1- Administrative, clerical, technical, professional, community service, supervisory and managerial services
Award Level	Level 4
Reports To	Design Office Coordinator
Place of Employment	Council Chambers, 145 Young Street, Ayr

Position Objective

Improve knowledge and skills through undertaking a course of study over four years, to become a fully-qualified Technical Officer, and assist the Design Office Coordinator in providing design, drafting and technical services for the Council.

Key Responsibilities

Council is committed to a One Team One Council approach where all departments work collaboratively together to achieve value for money for the rate payers of the Burdekin.

Accordingly, the key responsibilities may be modified from time to time to ensure the expected outcomes are coordinated with Council's operational and corporate plans. Without limiting the above, the key responsibilities shall include:

- Enrol in an Associate Degree of Engineering (Civil) and commit to studying for and obtaining this qualification. Apply this knowledge to the workplace.
- Under general direction, undertake projects as a technical officer, including investigation, design, survey, cost estimation, as constructed recording.
- Conducting or assisting engineering survey work using a variety of instruments including total station, automatic level and GPS equipment.
- Participating in Council's Flood Reporting Service. Operation of and maintenance of the Council's and flood reporting radio systems.
- Assist with the collection and management of road, drainage, water, and sewer asset information.
- Provide timely and relevant reports, designs and specifications, and information to other officers and council.
- Provide advice to the public, professional and tradespersons, Government Departments and Statutory Authorities, within the bounds of Council policy and/or in accordance with supervisor's directives.

Award Classification

These classification characteristics are drawn directly from the Queensland Local Government Industry (Stream A) Award – State 2017 and are used as a guide to determine the level of this position, but may not form a specific part of the key responsibilities:

Organisational Relationships

- Works under general direction
- Supervises subordinate employees or works in a specialised field.

Extent of Authority

- Required to set outcomes within defined constraints.
- Provides specialist, technical or professional advice.
- Freedom to act governed by clear objectives and/or budget constraints.
- Solutions to problems generally found in precedents, guidelines or instructions. Assistance is usually available.

Position Requirements

The Associate Degree of Engineering (Civil Engineering) is a four-year part-time degree undertaken externally at the University of Southern Queensland. As such, the listed knowledge, skills, and abilities will be acquired over the course of the program, with the level of application improving from year to year. The position requirements listed here are those for a graduate.

Knowledge

- Sound knowledge of computer facilities relating to Computer Aided Design and Drafting and Computer Aided Plan Production and Reproduction, and Traffic Counters.
- Sound knowledge of standard specification, drawings and requirements of various relevant Government Departments such as, but not limited to, Department of Transport and Main Roads and Department of Local Government.
- Knowledge of design, work construction and control practices.
- An appreciation of the long-term goals of the Design Office.
- Knowledge of Council's organisational structure and the functions and interrelationships of other Departments.
- Sound knowledge of Council policies and Local Laws and statutory requirements that impinge upon Council's requirements for design, construction and acquisition of services, materials, plant and equipment.
- Sound knowledge of Council policies and Local Laws and of statutory requirements, which relate to advice and provision of goods and services to the public.
- Sound knowledge of principles of supervision and development of subordinate staff.

Skills

- Excellent verbal and written communication skills.
- Quality control skills as they relate to the Design Office.
- Quantity surveying and estimation and evaluation skills.
- Proficiency in planning, design and drafting, particularly in General Civil Engineering works including but not limited to roads, drainage, water supply and sewerage works.
- Specification writing skills.

- Contract administration and supervision skills.
- Skills in tender and quotation preparation, analysis and reporting.
- Proficiency in budget preparation and expenditure control.
- Proficiency in the use of Council's computerised workstations, PC's, associated ancillary equipment and the necessary operating software including Microsoft Office suite of applications.
- Teamwork skills.

Abilities

- Ability to manage time, set priorities, plan and organise own work and that of subordinates.
- Ability and willingness to train and develop subordinate personnel, gain co-operation and assistance of others, and discuss and resolve problems.

Other Requirements

- Personal characteristics of honesty, integrity, adaptability, motivation, and enthusiasm.
- Apply principles of confidentiality to all work-related documents, information and situations.

Experience and Qualifications

- Academic results enabling enrolment to an Associate Degree in Engineering (Civil).
- Class C driver's licence.
- CPCCWHS1001 - General Construction Induction White Card.
- Department of Transport and Main Roads Working in Proximity to Traffic Awareness – Parts 1 & 2.
- Experience with CAD (Autodesk preferred).

Core Competencies

These competencies relate to positions at Level 3 and 4 of the Queensland Local Government Industry (Stream A) Award – State 2017:

Teamwork

- Participate in team-based activities and suggest improvements to team activities.
- Respect, encourage, and support other team members.
- Perform successfully in a range of team roles.
- Contribute willingly to team activities.
- Accept decisions, even those with which you disagree.

Customer Service

- Treat both internal and external customers with courtesy and respect.
- Work according to agreed customer service standards within your team.
- Contribute towards setting customer service standards within your team.
- Explore customers' expectations and base the service on this knowledge.
- When Appropriate, treat major customers like business partners in designing Council's services.

Communication

- Write in a clear and concise style, which is grammatically correct, well punctuated, and rarely contains passive sentences.
- Clearly express opinions, ideas, and information to colleagues.
- Provide complex information in plain language.
- Speak in a manner that suits the audience.
- Actively listen.

Quality

- Work according to agreed quality standards within your team.
- Contribute towards setting quality standards within your team.
- Monitor your work and identify opportunities for improving quality.
- Suggest improvements through the customer request system.
- Implement strategies for improving quality.
- Monitor implementation of strategies for improving quality and take necessary corrective action.

Environment

- Work according to agreed environmental standards within your team.
- Contribute towards setting environmental standards within your team.
- Monitor your work for opportunities to reduce adverse impacts on the environment.
- Report incidents and suggest improvements through the customer request system.
- Implement strategies for reducing adverse impacts on the environment.
- Monitor implementation of strategies for reducing adverse impacts on the environment and take necessary corrective action.

Work Health and Safety

- Work safely and in accordance with the relevant work method statements and procedures.
- Encourage your colleagues to work safely.
- Identify hazards and assess risks in the workplace.
- Use organisational systems, such as customer service requests, to identify and rectify hazards, near misses, and non-compliances with procedures.
- Anticipate problems and risks and modify work methods appropriately.

Efficiency

- Undertake tasks in an efficient and timely manner.
- Suggest improvements through the customer request system.
- Analyse and improve efficiency in the workplace.

General

1. This is a description of the job as it is at present constituted. It is the practice of this organisation periodically to examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager in consultation with those reporting directly to him or her. Therefore, you will be expected to

participate fully in such discussions. It is the Organisation's aim to reach agreement to reasonable changes where identified.

2. Whilst employment is in the position described in this document it is understood that employment is with Burdekin Shire Council. In the event of organisational change or restructure, Council may require employees to undertake other roles for which they are qualified and capable of performing.
3. Employees may be required to undertake a variety of duties not related to their substantive role in times of disaster.
4. All employees are responsible for making and keeping records in accordance with legislation, information standards and other relevant guidelines and procedures, and ensuring they are captured in the authorised recordkeeping system, Technology One Enterprise Content Management (ECM).
5. Failure to maintain any licence or certificate, which is a condition of your employment, may result in demotion or termination as Council is unable to guarantee your transfer to a position not requiring the said licence or certificate.
6. All employees are expected to participate in Council's Induction Program and future training opportunities to maintain a current knowledge base and provide excellent service levels for internal and external customers.
7. All employees are to actively participate in the Employee Performance Development Program.
8. All employees must work in accordance with the standards contained within Council's Code of Conduct. Failure to do so may lead to disciplinary action up to and including termination of employment.
9. All employees are encouraged to be a contributing member to the wider Burdekin community and therefore it is highly recommended that you take up permanent residency within three months of the successful completion of your probationary period.
10. Abide by all existing policies, guidelines, and Operational Standards and as amended from time to time.