

DOUGLAS

SHIRE COUNCIL

POSITION VACANT

This is an exciting and unique opportunity to be part of an organisation with an energetic and collaborative approach with a commitment to meeting the expectations of customers and the communities of Douglas.

Our organisation offers excellent working conditions and a range of generous employee benefits including flexible working arrangements and supports and encourages our employees with training and professional development opportunities.

Applications are hereby invited for the following positions:-

Lifeguard

(Casual)

DEPARTMENT: **People and Community Services**

Senior Lifeguard

(Casual)

DEPARTMENT: **People and Community Services**

Douglas Shire Council is an Equal Opportunity employer, promoting workplace diversity and a safety culture with a smoke free environment

APPLICATIONS CLOSE: Monday 23 September 2019

Your application must consist of the following information:-

CHECKLIST

- Cover Sheet to nominate the position or positions you would like to be considered for**
- Covering Letter addressing the three main elements under the selection criteria:**
 - ≈ *Qualifications*
 - ≈ *Knowledge, Skills and Expertise*
 - ≈ *People Oriented Skills and Attributes*
- Copy of Current Resume**



Applications should be addressed to:

**Douglas Shire Council
Human Resources
PO Box 723
Mossman QLD 4873**

humanresources@douglas.qld.gov.au



WITH COMPLIMENTS

INFORMATION KIT

Lifeguard (Casual)
Senior Lifeguard (Casual)

Closing Date: Monday 23 September 2019

IMPORTANT INFORMATION REGARDING YOUR APPLICATION

Please read the following information on 'How to Apply' as it will help you with the preparation of your employment application. Be sure to read the details of the Information Kit carefully.

PRE-EMPLOYMENT ASSESSMENT

Following the selection of a preferred candidate Council will require a number of further checks including reference checks, police history / criminal history checks, medical assessment and drug and alcohol test.

EMPLOYMENT ELIGIBILITY

To apply you must be a Permanent resident of Australia, Australian Citizen, New Zealand Citizen or hold the appropriate visa to work in Australia to apply

Privacy Information: *Douglas Shire Council 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 authorised Council Officers, including Human Resources and the relevant selection panel members. Your information will not be given to any other person or agency unless you have given us permission or we are required by law.*

Application Process

The following information will detail the application process and provide you with the information on “how to apply”.

In most cases, you no longer have to address each individual selection criteria in writing. Instead, you are asked to tailor your application to address three main elements in a covering letter and provide your resume. Please keep the covering letter brief (from two to three pages). Unless specifically requested, there is no need to write individual responses to the Selection Criteria in the Position Description.

What is required?

Using the streamlined process for short listing means your application will be assessed against the three main elements:

- i. **Qualifications**
- ii. **Knowledge, Skills and Expertise**
- iii. **People Oriented Skills and Attributes**

When preparing your application, read through the **Key Duties and Responsibilities and Selection Criteria** within the Position Description and organise your information under the three headings to create your covering letter. You can use the Selection Criteria to help you identify how your knowledge, skills, experience, personal attributes and qualifications are most relevant to the position.

Qualifications

Include details of and where you attained any education, training, qualifications, tickets and licences including those you are working towards.

Knowledge, Skills and Expertise

Identify relevant knowledge, skills and work experience as it relates to this role. Your response might provide examples that give details of the nature and extent of your experience, skills, responsibilities and any notable accomplishments or achievements.

People Oriented Skills and Attributes

These are personal characteristics you possess that would make you successful in this role. For example if you are articulate and a good listener and the role requires you to provide excellent communication skills you need to demonstrate situations where you have exhibited this and how it will be of benefit to the role.

The chairperson of the selection panel may contact you for further clarification of your application during the short listing process.

Addressing the three main elements

When addressing the three main elements you should ensure that your responses are relevant to the position. Using bullet points with examples is a simple approach to demonstrate how you meet the requirements of the position. When using examples try keeping to the following STAR principles:

Situation - What was the situation? Start by providing an example of where and when you carried out a specific task, used a required skill or demonstrated the particular knowledge.

Task - What were the tasks involved? Write about what your role was and what you did or were responsible for such as the tasks or duties you undertook that demonstrate your skills, knowledge or ability.

Action - What actions did you take to achieve the tasks? What skills, knowledge or ability did you use, what did you do and how did you do it?

Result - What resulted from the actions you took? What did you achieve and what were the results of what you did?

DOUGLAS SHIRE COUNCIL
GENERAL CONDITIONS OF EMPLOYMENT

<u>POSITIONS:</u>	Pool Lifeguards and Senior Pool Lifeguards
<u>LOCATION:</u>	Mossman Pool and Caravan Park
<u>POSITION STATUS:</u>	Casual
<u>AWARD:</u>	Queensland Local Government Industry (Stream B) Award – State 2017
<u>CLASSIFICATION:</u>	LGH 3 (Lifeguard) LGH 4 (Senior Lifeguard)
<u>SALARY:</u>	\$26.27 per hourly rate plus casual loading (Lifeguard) \$27.31 per hourly rate plus casual loading (Senior Lifeguard)
<u>HOURS OF DUTY:</u>	Hours per week will vary dependent on operational requirements of Council's aquatic facility.
<u>LEAVE:</u>	No leave entitlements.
<u>SUPERANNUATION:</u>	Employer superannuation contributions will be made at the rate of 9.25% of your salary; however you must earn more than \$450.00 per month in order for this to apply.

APPLICATIONS: Addressed to:

Douglas Shire Council
Human Resources
PO Box 723
MOSSMAN QLD 4873

or

humanresources@douglas.qld.gov.au

CLOSING DATE: **Friday 20 September 2019**
Mossman Administration
Building 64-66 Front Street
MOSSMAN QLD 4873

I would like to be considered for:

Lifeguard

Senior Lifeguard

Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Miss <input type="checkbox"/>	Date: _____ Given Names: _____ Family Name: _____ Preferred Name: _____
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Postal Address: _____ _____ _____ Home Address: _____ _____ _____	Telephone Numbers: Home: _____ Work: _____ Mobile: _____ Preferred Contact Number: _____ Email: _____
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Have you previously worked for Douglas Shire Council?	<input type="checkbox"/> No <input type="checkbox"/> Yes	Dates: _____
Are you a current employee of Douglas Shire Council?	<input type="checkbox"/> No <input type="checkbox"/> Yes	Dates: _____

<i>Current Employees must complete:</i>	Employee No:	Classification Level:
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Position Title: _____

Department:	Supervisor:
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Are you currently being represented by an external recruitment agency?	<input type="checkbox"/> No <input type="checkbox"/> Yes	Name of Agency: _____
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In order for Douglas Shire Council to monitor its advertising effectiveness, could you please indicate where you located this advertisement: (Please tick)

Port Douglas & Mossman Gazette Douglas Shire Council Other Newspapers:

On-line (please specify site, e.g. seek.com, CouncilJobs.com, lgjobs.com.au):

This section is Optional: Do you identify with any of the following groups? (Please tick)

Aboriginal / Torres Strait Islander Disability English as Second Language

Applicant Consent Details (Please Tick):

I consent to my application being considered for other similar positions within Council over the next 6 months and I consent to my application and personal information being forwarded to the relevant Council Officer for consideration.

NB. By ticking this box it does not automatically mean that your application will be considered for all positions at Council. A separate application must be submitted for each vacancy.

Applicants Signature:

<u>POSITION:</u>	Pool Lifeguard (Casual)
<u>DEPARTMENT:</u>	People and Community Services
<u>UNIT:</u>	Property Services
<u>ORGANISATIONAL RELATIONSHIP:</u>	Reports to Team Leader Property Services
<u>AWARD CLASSIFICATION:</u>	LGH 3
<u>CONDITIONS OF EMPLOYMENT:</u>	Queensland Local Government Industry (Stream B) Award – State 2017 Commitment to Council's policies, procedures, Enterprise Bargaining Agreement and other legislative requirements in relation to Best Practice, Equal Employment Opportunities (EEO), Anti-Discrimination and Council's Code of Conduct.
<u>HOURS OF DUTY:</u>	Hours per week will/can vary dependent on operational requirements of Council's aquatic facility.
<u>DELEGATIONS:</u>	Delegations as per the Delegations Register.
<u>WORKPLACE HEALTH & SAFETY RESPONSIBILITIES:</u>	The employee shall comply, so far as is practicable, with the Work Health and Safety Act, Regulations, Codes of Practice and Council's Workplace Health and Safety Management System, Safe Work Method Statements, Policies and Procedures and shall comply with instructions given by his or her Manager and / or Supervisor in respect of the Health and Safety of themselves and the Health and Safety of other persons.
<u>PRIMARY OBJECTIVES OF THE POSITION:</u>	<ul style="list-style-type: none">• To ensure the safety of patrons at Council's aquatic facility by preventing and responding to emergencies.• To work in a safe and environmentally sensitive manner.• To be a good team player.
<u>KEY DUTIES AND RESPONSIBILITIES:</u>	Duties and responsibilities include but are not limited to: <ul style="list-style-type: none">• Maintain constant surveillance of patrons in the facility; act proactively and appropriately to secure safety of patrons in the event of emergency.• Provide emergency care and treatment as required until the arrival of emergency medical services.• Present a professional appearance and attitude at all times, and maintain a high standard of customer service.• Manage other lifeguards if required and supports senior staff in ensuring facility safety.• Perform maintenance duties and undertake cleaning of facilities to ensure a n a clean environment in and around the pool and a safe facility.• Undertake pool testing and chemical adjustment as required.• Prepare and maintain appropriate activity reports within established guidelines.

- Undertake the opening and closure of the facility each day, dependent on hours of operations and ensure the facility is secure at all times.
- Monitor pool-related activities closely throughout shift and identify any safety issues.
- Provide excellent customer service and actively work to solve patron problems.
- Provide assistance to other team members as required.
- Other duties as directed by the assigned supervisor.
- Ensure all corporate information is captured within Council's business systems adhering to Recordkeeping policies and procedures.

SELECTION CRITERIA:**Essential:**Qualifications

- Current First Aid Certificate (HLTAID003).
- Current CPR Certificate (HLTAID001).
- Current RLSS Pool Lifeguard Certificate.
- Possession of a Working with Children Check (blue card check).

Knowledge, Skills & Abilities

- Ability to react calmly and effectively in an emergency situation, as and when incidents occur.
- Skilled in the application of lifeguarding surveillance and rescue techniques.
- Ability to prepare routine administrative paperwork.
- Knowledge of CPR and emergency procedures.
- Ability to follow routine verbal and written instructions including standards and procedures.
- Strong customer service focus.

People Oriented Skills & Attributes

- Strong verbal communication skills and interpersonal skills.
- Ability to relate in a courteous and diplomatic manner, particularly in dispute situations.

Desirable:

- Prior experience working as a lifeguard or in Surf Lifesaving Club will be well regarded.
- Pool Plant Operator Certificate.

PERFORMANCE INDICATORS:

It is expected the incumbent will:

- Ensure attention to detail and accuracy of tasks performed including the maintenance of activity records and weekly reporting.
- Maintain all compliance requirements and high attention to detail in the proactive application and

commitment to Workplace Health and Safety, environmental legislation and statutory regulations.

- Communicate in a professional and polite manner in the delivery of a high level of customer service experience.
- Operate efficiently, effectively and ethically within the team environment and contribute to team performance.
- Act in the best interest of Council at all times, to display Councils Core Values and Code of Conduct.

<u>POSITION:</u>	Senior Pool Lifeguard (Casual)
<u>DEPARTMENT:</u>	People and Community Services
<u>BRANCH</u>	Property Services
<u>ORGANISATIONAL RELATIONSHIP:</u>	Reports to Team Leader Property Services
<u>AWARD CLASSIFICATION:</u>	LGH 4
<u>CONDITIONS OF EMPLOYMENT:</u>	Queensland Local Government Industry (Stream B) Award – State 2017 Commitment to Council's policies, procedures, Enterprise Bargaining Agreement and other legislative requirements in relation to Best Practice, Equal Employment Opportunities (EEO), Anti-Discrimination and Council's Code of Conduct.
<u>HOURS OF DUTY:</u>	Hours per week will/can vary dependent on operational requirements of Council's aquatic facility.
<u>DELEGATIONS:</u>	Delegations as per the Delegations Register.
<u>WORKPLACE HEALTH & SAFETY RESPONSIBILITIES:</u>	The employee shall comply, so far as is practicable, with the Work Health and Safety Act, Regulations, Codes of Practice and Council's Workplace Health and Safety Management System, Safe Work Method Statements, Policies and Procedures and shall comply with instructions given by his or her Manager and / or Supervisor in respect of the Health and Safety of themselves and the Health and Safety of other persons.
<u>PRIMARY OBJECTIVES OF THE POSITION:</u>	<ul style="list-style-type: none">• To ensure the safety of patrons at Council's aquatic facility by preventing and responding to emergencies.• To work in a safe and environmentally sensitive manner.• Assist senior staff and provides supervision of Pool Lifeguards to ensure patron safety.
<u>KEY DUTIES AND RESPONSIBILITIES:</u>	Duties and responsibilities include but are not limited to: <ul style="list-style-type: none">• Maintain constant surveillance of patrons in the facility; acts proactively and appropriately to secure safety of patrons in the event of emergency• Provide emergency care and treatment as required until the arrival of emergency medical services.• Present professional appearance and attitude at all times, and maintains a high standard of customer service.• Monitor and supervise other lifeguards as required and ensure all pool operations are completed in accordance with safety regulations and standards• Manage kiosk and customer service area• Perform maintenance duties and undertake cleaning of facilities to ensure a n a clean environment in and around the pool and a safe facility.

- Undertake pool testing and chemical adjustment as required.
- Prepare and maintain appropriate activity reports within established guidelines.
- Undertake the opening and closure of the facility each day, dependent on hours of operations and ensure the facility is secure at all times.
- Monitor pool-related activities closely throughout shift and identify any safety issues.
- Assist senior staff in rostering of staff and implementation of procedures and practices of the facility.
- Provide assistance to other team members as required.
- Other duties as directed by the assigned supervisor.
- Ensure all corporate information is captured within Council's business systems adhering to Recordkeeping policies and procedures.

SELECTION CRITERIA:**Essential:**Qualifications

- Current First Aid Certificate (HLTAID003)
- Current CPR Certificate (HLTAID001)
- Current RLSS Pool Lifeguard Certificate
- National Police Check may be required
- Working with Children Check (Blue Card)
- Possession of a Working with Children Check (blue card check).

Knowledge, Skills & Abilities

- Ability to train, recruit and supervise other staff.
- Ability to react calmly and effectively in an emergency situation as and when incidents occur.
- Skilled in the application of lifeguarding surveillance and rescue techniques.
- Ability to prepare routine administrative paperwork.
- Knowledge of CPR and emergency procedures.
- Ability to follow routine verbal and written instructions including standards and procedures.
- Strong customer service focus.

People Oriented Skills & Attributes

- Strong verbal communication skills and interpersonal skills.
- Ability to relate in a courteous and diplomatic manner, particularly in dispute situations.

Desirable:

- Prior experience working as a Senior Lifeguard or in a lifesaving club will be well regarded.
- Plant Operations Certificate.

PERFORMANCE INDICATORS:

It is expected the incumbent will:

- Assist and develop a high performing team.
- Ensure all pool facility plant and equipment is effectively maintained and operational.
- Ensure attention to detail and accuracy of tasks performed including the maintenance of activity records and weekly reporting.
- Maintain all compliance requirements and high attention to detail in the proactive application and commitment to Workplace Health and Safety, environmental legislation and statutory regulations.
- Communicate in a professional and polite manner in the delivery of a high level of customer service experience.
- Operate efficiently, effectively and ethically within the team environment and contribute to team performance.
- Act in the best interest of Council at all times, to display Councils Core Values and Code of Conduct.