**SENIOR RECREATION OFFICER**  
**POSITION DESCRIPTION**  

**POSITION NO:** 1776  
**CLASSIFICATION:** Band 5  
**OCCUPANT:** Vacant  
**DATE:** March 2018  

**POSITION CONTEXT & OBJECTIVE(S):**  
To develop and implement projects, programs, policies and procedures that support Warrnambool City Council's provision of recreation services to Warrnambool.

**KEY RESPONSIBILITIES AND DUTIES:**

1. **General operations**  
   - Support the Recreation Service Manager in the coordination of recreation facilities, community & sporting groups.  
   - Undertake specific projects and tasks in support of Council’s recreation service and to respond to issues facing it.

2. **Funding programs**  
   - Support operations related to the State Government’s Sport and Recreation funding programs, and Council’s Community Development Fund and Applications for Individual/Group Assistance program.  
   - Assist in the planning of funding submissions for the development of projects or facilities.  
   - Undertake administrative tasks required for projects that are funded by other levels of Government or funding bodies.

3. **Sports Grounds Management**  
   - Implement, in conjunction with other Council staff, arrangements related to use of Council outdoor sports grounds, including fees and charges, sustainable usage practices and other requirements.  
   - Implement, in conjunction with Council’s Parks and Gardens Unit and Revenue and Property Branch, casual and tenancy usage arrangements for use of Council’s outdoor sports grounds.  
   - Assist and support with the coordination of applications for approval of community infrastructure works from local clubs and organisations, including the internal and external referral process and liaison with applicants.  
   - Assist in the development and implementation of Council’s annual sports ground user group forum.  
   - Act as the initial/key contact for the Recreation Unit and respond to all general enquiries from Council sports ground and reserve user groups.

4. **Planning**  
   - Assist and support the Recreation Service Manager with operation of any internal reference and working groups.  
   - Assist with tasks to support the development and implementation of the Active Warrnambool Strategy and Health and other branch or directorate planning projects as required.

5. **Project Development**  
   - Assist the Recreation Service Manager to undertake project planning and investigation in liaison with internal staff members, clubs and organisations, government representatives, consultants and contractors.  
   - Assist to develop and implement community engagement strategies.
6. Finance and Administration
- Prepare monthly reports for the Recreation Service Manager.
- Maintain accurate records and statistical information, and implement relevant evaluation and reporting tools ensuring that all corporate information is captured within Council’s business systems.
- Assist with the preparation, monitoring and reporting on the Recreation budget.
- Ensure that the payment of accounts and monies received are reconciled and banked.

7. Other Requirements
- Attend meetings and represent Council as required.
- Develop partnerships and effective working relationships with internal staff members, clubs and organisations, sports ground reserve users, agency, government and industry representative.
- Other duties commensurate with ability and experience.

KEY SELECTION CRITERIA:
- Demonstrated experience working in the sport/leisure/recreation area in a municipal environment.
- Demonstrated experience in community engagement within a community development setting.
- Demonstrated ability to work both unsupervised and as part of a team environment.
- Demonstrated ability to communicate effectively with people of all levels, build relationships and respond appropriately to sensitive situations.
- Well-developed written and time management skills.
- Demonstrated experience in project management.

HOURS OF DUTY:
Hours of duty will be up to 38 hours per fortnight (flexible around operational requirements) as agreed by the Recreation Service Manager and in accordance with Clause 33.12 of the Award.

TENURE:
This tenure of this position is temporary part time until 31 October 2018.

SALARY:
The position is classified by council as Band 5 and carries a current base salary of $62,025 - $71,088 (exclusive of 9.5% superannuation) per annum (pro-rata).

ORGANISATIONAL RESPONSIBILITIES
In addition to the duties as specified, the following standards/duties shall apply:

Customer Services Standards
- Promote Council’s customer service charter and comply with Warrnambool City Council Customer Performance Standards
- Provide a consistently high level of service to our customers in a prompt and pleasant manner.
- Ensure accurate and prompt registration of all customer requests within the Warrnambool City Council request system and respond to assigned requests within a prescribed timeframe.
- Maintain the highest ethical standards and confidentiality in dealing with our customers and each other.
- Develop individual skills and knowledge that will better serve our customers.

Occupational Health & Safety/Risk Management
• Take reasonable care for your own health and safety and for the health and safety of anyone else who may be affected by your acts or omissions at the workplace.
• Co-operate with your employer with respect to any action taken by the employer to comply with any requirement imposed by or under the Health & Safety Acts, Regulations and Codes of Practice.
• Work within Occupational Health & Safety Acts, Regulations and Codes of Practice.
• Ensure Council’s Risk Management Policy & Procedures are observed and complied with.

Personal Development & Conduct
• Identify training and development needs through Annual Appraisal System for yourself and any staff you directly supervise, and participate in corporate training.
• Ensure adherence to Council Code of Conduct, Equal Employment Opportunity, Privacy procedures and other policies and programs.
• Participate fully in the Staff Performance Management System, Recruitment and Induction processes.

Information Technology & Records Management:
• Ensure appropriate and thorough electronic file management within the corporate library system is maintained.
• Ensure effective utilisation of electronic file management techniques eg: create folders, search for files, print files, etc.
• Ensure effective use of relevant application software systems (appropriate level of training provided).

Organisation Development:
• Participate in the Employee Opinion Surveys as requested.
• Participate in Warrnambool City Council’s Business Excellence Program and other corporate development programs.

CHECKS:

The incumbent must have and maintain a current Fit2Work (Police Records)
☒ YES

Working with Children Check
☒ NO

OTHER DUTIES:

Responsibilities and duties included in this Position Description are subject to the Multi-skilling provisions of the Warrnambool City Council Enterprise Agreement.

ORGANISATIONAL RELATIONSHIPS:

<table>
<thead>
<tr>
<th>Reports to:</th>
<th>Recreation Service Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervises:</td>
<td>NA</td>
</tr>
<tr>
<td>Internal Contacts:</td>
<td>Warrnambool City Council Staff</td>
</tr>
<tr>
<td>External Contacts:</td>
<td>Local clubs and organisations, counterparts in other Council’s, Agency and Industry Representatives</td>
</tr>
</tbody>
</table>
### Accountability and Extent of Authority:

- This position is accountable to the Recreation Service Manager to complete its key responsibilities and duties.
- It is also accountable for ensuring that any legislative or statutory requirements and industry standards associated with these responsibilities and duties are met.

### Judgement and Decision Making:

- The nature of the work is specialised and may require a significant degree of judgement.
- The work requires a clear understanding of methods, procedures and systems used in undertaking this type of role.
- Ability to make recommendations on issues, future planning and development.
- Ability to think and reason logically.

### Specialist Knowledge and Skills:

The following knowledge and skills are required to be utilised:

- Knowledge of the principles and practices of local government recreation services.
- Knowledge of current recreation participation, trends/issues and service delivery.
- Established partnership development skills.
- Understanding of issues and processes associated with the operation of funding programs.

### Management Skills:

The following management skills are required to be utilised:

- Time management, setting priorities and organising work.
- Skills in developing, implementing and monitoring operational systems and procedures.
- Skills in providing advice to the Recreation Service Manager.

### Interpersonal Skills:

The following interpersonal skills are required to be demonstrated:

- Well-developed written and oral communication skills.
- Ability to work both independently and as an effective team member.
- Ability to liaise effectively and professionally with external organisations.
- An ability to respond sensitively to stakeholders from a range of lifestyles, capacities, expectations and cultures.
- An ability to gain cooperation and assistance from facility and program users and local clubs and organisations.

### Qualifications and Experience:

The following qualifications and experience are required for the position:

- Demonstrated experience working in the sport/leisure/recreation area in a municipal environment.
- Demonstrated experience in community engagement in a community development setting.
- Current Victorian Drivers Licence (Essential)

### RELEVANT PHYSICAL RESPONSIBILITIES

**Location of work:** This position will require working in the following environments:

<table>
<thead>
<tr>
<th>Environment</th>
<th>Nil</th>
<th>Light</th>
<th>Average</th>
<th>Constantly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indoor (office / workshop)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outside</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

**Physical activities:** The work is likely to require a certain amount of physical activity, such as:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Nil</th>
<th>Light</th>
<th>Average</th>
<th>Constantly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standing</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Sitting</td>
<td></td>
<td></td>
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<td>X</td>
</tr>
<tr>
<td>Bending</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Walking</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Repetitive hand work</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Heavy lifting (&gt;15kg)</td>
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</tbody>
</table>

**Plant and Equipment:** This role involves working with or near plant or equipment:

<table>
<thead>
<tr>
<th>Hazard / Activity</th>
<th>Nil</th>
<th>Light</th>
<th>Average</th>
<th>Constantly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rotating parts</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Noisy Environment</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>In proximity of Mobile or Moving plant</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Strobe or similar lights</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Operating plant controls</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Driving plant or vehicles</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Machinery Vibration</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to distinguish between colours</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Using hand held tools</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working with irritants, chemicals, fumes and/or dust</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working in hot surroundings</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
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</tbody>
</table>

**Other activities:** This role may also include:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Nil</th>
<th>Light</th>
<th>Average</th>
<th>Constantly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talking on the phone</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Direct contact with people</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working at heights</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Working with animals/ wildlife</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

### CONDITIONS OF EMPLOYMENT:

The Terms and Conditions in this Position Description are to be read in conjunction with the General Terms & Conditions of Employment.
AGREEMENT:

I accept and agree to the duties in this Position Description. I understand that this Position Description is to be read in conjunction with the General Terms & Conditions of Employment and I agreed to abide by the terms and conditions stipulated therein.

Name (Please print):

<table>
<thead>
<tr>
<th>Signature:</th>
<th>Date:</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>
TERMS AND CONDITIONS OF EMPLOYMENT:

The conditions of employment are generally in accordance with the Warrnambool City Council Enterprise Agreement. A copy of this document is available by contacting the Organisation Development Branch.

RESPONSIBILITIES OF ALL WARRNAMBOOL CITY COUNCIL EMPLOYEES:

In addition to the key responsibilities and duties specified in each Position Description, Warrnambool City Council EMPLOYEES MUST:

Staff Conduct and Ethical Standards

- Comply with the Staff Code of Conduct, Council Policy and procedures and any conduct principles for Council employees which may be prescribed in the Act from time to time.
- Not use for their personal gain or knowledge nor disclose any confidential information which may be acquired as a result of special opportunities arising out of their employment by the Council.
- Not make improper use of any information acquired as a result of employment to gain directly or indirectly a pecuniary advantage for himself/herself or for any other person or with intent to cause detriment to the Council.
- Not engage in any private practice (whether or not relating to activities within or outside the municipality) except with the specific permission of the Chief Executive, also being subject to the provisions of the Local Government Act 1989 (the Act).
- Carry out and perform the duties lawfully and to the best of their ability and judgment and to the satisfaction of Council management.
- At all times comply with the terms of the Enterprise Agreement and any Industrial Instrument;
- Devote their whole time and attention to their duties during the hours reasonably required to properly perform their Duties.
- Carry out all lawful instructions and directions of Council management.
- Promote the aims and objectives of the Council.
- Immediately report any actual or potential misconduct (including actual or potential breach of any laws) by any other employee of the Council.
- Disclose through their line manager any facts, information or circumstances which may give rise to a conflict between the employee’s interests and the interests of the Council.
- At all times comply with the provisions of the Act and any other legislation applying to matters within the scope of the employee’s employment.
- Ensure information obtained through employment with the Warrnambool City Council remains confidential and therefore cannot be discussed with any outside individuals or organisations, without Council consent. The confidentiality of Council information remains binding even following completion of service with the Warrnambool City Council.

Customer Services Standards

- Promote Council’s customer service charter and comply with Warrnambool City Council Customer Performance Standards.
- Provide a consistently high level of service to our customers in a prompt and pleasant manner.
- Ensure accurate and prompt registration of all customer requests within the Warrnambool City Council request system and respond to assigned requests within a prescribed timeframe.
- Maintain the highest ethical standards and confidentiality in dealing with our customers and each other.
- Develop individual skills and knowledge that will better serve our customers.
Occupational Health & Safety/Risk Management

- Comply with all policies, procedures, directions and safe systems of work on Health & Safety; ensuring you behave at all times in a manner so as not to endanger yourselves or any other person (whether that be a colleague, a supplier, a contractor or a member of the public).
- Report all accidents, hazards, near misses and other OHS issues to your immediate supervisor and consult with management through accepted channels.
- Observe and comply with Council’s Risk Management Policy, procedures and processes.

Equal Employment Opportunity and Diversity

- Demonstrate an awareness and understanding of state and federal equal opportunity laws
- Demonstrate commitment and understanding of Access and Equity principles as they relate to provision of government services
- Advocate and foster harmonious, connected communities, recognising the community’s values and celebrated differences through mutual respect, understanding and sense of belonging.

Learning & Development

- Identify training and development needs through the Annual Appraisal System for yourself and any staff you directly supervise, and participate in corporate training.
- Participate fully in the Staff Performance Management System, Recruitment and Induction processes.
- Participate in employee feedback surveys, continuous improvement, corporate and professional development programs as requested.

Information Technology & Records Management:

- Observe and comply with all applicable laws relevant to Public Records, Council’s Records Management Policy and Council’s IT and electronic resources.
- Ensure consistent and sound records management processes and practices that maintain reliability and authenticity of records from their creation or receipt, through their effective use, to disposal or preservation as archives.
- Maintain an awareness of and adhering to the Records Management Policy, including your responsibilities under the Privacy & Data Protection Act and the Freedom of Information Act
- Ensure appropriate and effective use of relevant software systems (appropriate level of training provided)
- Not use Council IT systems and electronic resources
  - for excessive or unreasonable personal use;
  - to view or distribute unlawful material, or material which may be regarded as offensive or inappropriate; or
  - to copy, disclose or use material in breach of the Staff Code of Conduct or your employment agreement.

NB: The Council may at any time access, monitor, log and record any communication or information developed, used, received, stored or transmitted by an employee using the Council’s resources, including Council’s IT Systems. Filtering systems are installed in the Council’s IT Systems which restrict the inward and outward flow of certain types of material, including emails and viruses. Accordingly, some email traffic may be blocked.

By agreeing to the terms of employment, an employee gives consent to the Council to carry out computer surveillance and the Council monitoring the employee’s use of the Council’s IT Systems and electronic resources, either at the Council’s premises or at any other place.

Emergency Management

- As part of the duties associated with this position, you may be expected (within reason) to assist in dealing with an emergency situation, should one arise, affecting the operation of Council and/or the wellbeing of the community

Sustainability

- Incorporate Warrnambool City Council’s sustainability objectives and targets into projects, programs and services.
- Within the scope of their position complete with sustainable principles when procuring goods and services on behalf of Council.
- Promote and participate in a culture of sustainability.

Warrnambool City Council’s Staff Code of Conduct and other Council policies and procedures are accessible to employees via Council's intranet (Noticeboard) or by contacting Human Resources.

### ANNUAL STAFF PERFORMANCE REVIEW PROCESS

Staff participate in an Annual Staff Performance Review which is undertaken in June/September. The Review comprises as a minimum assessment of the following:
- Meeting of established performance objectives.
- Acquisition and satisfactory utilisation of new or enhanced skills.
- Satisfactory service according to Council criteria.
- Review of salary grading based on adopted remuneration management system.

### MINIMUM EMPLOYMENT PERIOD:

This position is subject to a minimum employment period (6 months qualifying) during which time the employee’s suitability for ongoing employment will be assessed.

### LEAVE ENTITLEMENTS:

Annual leave is four weeks per annum. Long service leave is pro-rata after 7 years service. Sick leave is twelve days per annum on full pay (cumulative). Entitlements are pro-rata for part-time employees.

*Please note leave entitlements are not available to those employees who are paid a loading in lieu of sick leave and annual leave.*

### SUPERANNUATION:

The Council is required to make a statutory contribution to the scheme for the employee’s benefit. The employee may also make a contribution. Since 1st July 2014 the statutory contribution is 9.5% of the annual salary.

The Council’s Enterprise Agreement provides that:

The Warrnambool City Council shall continue to be a participating employer in the Vision Superannuation Fund (the Defined Benefits Scheme and/or LASPLAN) in accordance with the provisions and requirements of the Vision Super Fund Trust Deeds.

The Warrnambool City Council will also be a participating Employer of HESTA and any Registered Nurse may elect to have their Employer’s superannuation funds paid into HESTA.

The Council shall contribute to the above fund(s) in accordance with the Superannuation Guarantee Act 1992, on behalf of each employee.

### RESIGNATION/TERMINATION:

Subject to the provisions of the Local Government Act 1989 and Warrnambool City Council’s Enterprise Agreement, termination of employment shall be effected by notice in writing by either party.

### SMOKING:

Smoking is not permitted in or close to Council owned and/or managed buildings and also in Council vehicles, including plant.
EMPLOYEE BENEFITS:

Council provides support and facilities to enable staff to achieve a realistic work and life balance. In particular we offer the following employee benefits (many of which are part of Council’s Enterprise Agreement):

- Training and career development opportunities including study assistance
- Salary sacrifice arrangements (superannuation and pool/gym membership)
- Flexible leave and work arrangements
- Paid maternity and paternity leave
- Corporate Health & Wellbeing Program
- Corporate Health Insurance Program
- Active Social Club
- Employee Assistance Program – free counselling and support
- Discounted pool/gym memberships

PRIVACY & DATA SECURITY ACT INFORMATION

The personal information requested in your application is being collected by the Council for recruitment purposes. The personal information will be used solely by the Council for that primary purpose for which it was collected or a purpose the person would reasonably expect. If this information is not collected your application will not be processed. The incumbent understands that the personal information provided is for recruitment purposes and that he or she may apply to the Council for access to and/or amendment of the information. Requests for access and or correction should be made to the responsible officer and/or the Privacy Officer.

I further understand that only information which may assist me gain employment or assess my suitability for employment will be sought from the referees, and that such information will be handled in accordance with the Warrnambool City Council Information Privacy Policy and Victorian Privacy & Data Security Act 2014, including the provision of access to that information.

RIGHT TO WORK IN AUSTRALIA

You must either be an Australian citizen; or have permanent residence status; or have an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.

INTERVIEW:

Applicants should be prepared to attend a personal interview, if required.

PRE-EMPLOYMENT MEDICAL EXAMINATION / FUNCTIONAL CAPACITY EXAMINATION

You may be required to undertake a pre-employment medical examination to ensure that you can safely undertake all of the duties and tasks detailed in this Position Description. For some physical or outdoor positions an additional functional capacity examination may be required.

FIT 2 WORK CHECK (POLICE CHECK) / WORKING WITH CHILDREN'S CHECK:

Applicants may be required to undergo a Fit2 Work Check and/or Working with Children’s Check prior to commencement in a position and may be required (by law or by Council) to maintain and periodically renew their “check” (The requirement will be specified in the Position Description).

DRIVERS LICENCE:

Applicants may be required to hold a current drivers licence (prior to commencement in the position) to fulfil the inherent requirements of this role as specified in the position description.