LEARNING AND DEVELOPMENT OFFICER
POSITION DESCRIPTION

POSITION NO: 20150852/1019
STATUS: Temporary Full Time (12 month maternity leave position)
CLASSIFICATION: Band 5
OCCUPANT: Vacant
DATE: August 2015

POSITION CONTEXT & OBJECTIVE(S):
To coordinate and support the development and delivery of effective learning & development programs and organisational development initiatives.

KEY RESPONSIBILITIES AND DUTIES:

Learning & Development
- Coordinate the development, delivery and evaluation of staff learning and development programs and the implementation of an annual corporate training plan and budget.
- Administrate Council’s on-line Learning Management System (LMS) and ensuring systematic capture of corporate training records and data.
- Develop and facilitate relevant “in-house” training sessions / programs.
- Liaise with training providers to ensure correct setup and equipment requirements are provided.
- Coordinate the development, delivery and evaluation of a suite of Leadership Development programs.
- Coordinate Council’s education assistance and study leave program.
- Prepare reports on training effectiveness.
- Provide a consultancy service to managers & staff on learning & development and a resource. to managers in sourcing appropriate branch specific training.
- Develop and coordinate the corporate induction programs, work experience and traineeship programs.
- Coordinate and optimise the employer incentives for engaging in Nationally Recognised Training.

Organisation Development
- In consultation with the Human Resources Co-ordinator, jointly co-ordinate the implementation of the Staff Annual Performance Review Program and associated support programs.
- Coordinate and maintain the corporate Policy Register in line with Council’s Policy Development Framework and provide assistance to managers & staff in the development of policies and procedures.
- Identify and recommend areas of improvement in OD activities, services and policies.
- Assist with the development and implementation of organisational development / strategic OD and Business Improvement policy and programs.
- Act as the Organisation Development representative on any committees, forums and focus groups as may be required.
- Assist with the coordination of Council’s Staff Health & Wellbeing programs (such as Awards and Charity Fundraiser events)
ORGANISATIONAL RESPONSIBILITIES

The organisation responsibilities of this position are outlined in the “General Conditions of Employment” (attached to this position description).

POLICE RECORDS CHECK:

The incumbent must have and maintain a current Police Records and/or Working with Children Check.

☑ YES

OTHER DUTIES:

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

ORGANISATIONAL RELATIONSHIPS:

Reports to: Manager Organisation Development
Supervises: N/A
Internal Contacts: Departmental Managers, Organisation Development Team, all levels of Council Staff.
External Contacts: Public, Government Authorities, Employer Organisations; Educational Institutions.

ACCOUNTABILITY AND EXTENT OF AUTHORITY:

• Free to act within clear policies and procedures but advice and guidance is always available.
• Position is required to liaise with staff at all levels in the organisation

JUDGEMENT AND DECISION MAKING:

• Judgement and decisions are made within the framework of a comprehensive understanding of Council's Organisation Development policies and objectives.
• Able to make decisions within the area of responsibility, with guidance and advice always available from the Manager Organisation Development.
• Expected to contribute to the content of Organisational Development strategies, policies and procedures.
• On occasion may be required to develop new ways of approaching tasks.
• Guidance and advice is usually available within timeframes to make a choice if required.

SPECIALIST KNOWLEDGE AND SKILLS:

The following knowledge and skills are required to be utilised:
• Sound knowledge of training and development principles and practices.
• Skilled at developing and delivering training programs.
• Understanding of the goals of the Organisational Development Branch and how the corporate training program enables Council to achieve its strategic objectives.
• Understanding of the policies and procedures that govern the delivery of the corporate training program and other Organisational Development services.
• Proficient in the use of Microsoft Office programs.

MANAGEMENT SKILLS:
The following management skills are required to be utilised:
- Ability to manage time, set priorities and plan workload to meet objectives.
- Ability to manage small projects and activities simultaneously, allocating time and resources appropriately to meet Council’s overall objectives.
- Ability to plan own workload with limited supervision, set priorities and meet timeframes.

**INTERPERSONAL SKILLS:**

The following interpersonal skills are required to be demonstrated:
- Well developed oral and written communication skills.
- Ability to collaborate with others to achieve agreed results and outcomes.
- Ability to work both independently and as an effective team member.
- The ability to liaise and deal with networks / counterparts in other organisations to assist the development / progress of initiatives at WCC.
- Ability to liaise effectively and professionally with external organisations.

**QUALIFICATIONS AND EXPERIENCE:**

The following qualifications and experience are required for the position:
- Tertiary qualifications (diploma or degree) in a relevant discipline or significant experience in the area of training and development.
- Demonstrated experience in developing and evaluating training programs.
- Experience administering an online Learning Management System (LMS)
- Certificate IV in Workplace Training and Assessment (desirable).

**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>
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</thead>
<tbody>
<tr>
<td>Indoor (office / workshop)</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Outside</td>
<td></td>
<td>X</td>
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</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>
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<td></td>
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<tr>
<td>Sitting</td>
<td></td>
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<tr>
<td>Bending</td>
<td></td>
<td>X</td>
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<tr>
<td>Walking</td>
<td></td>
<td></td>
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<tr>
<td>Repetitive hand work</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
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<tr>
<td>Heavy lifting (&gt;15kg)</td>
<td></td>
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<td>X</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>
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</thead>
<tbody>
<tr>
<td>Rotating parts</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
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<tr>
<td>Noisy Environment</td>
<td></td>
<td>X</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>X</td>
<td></td>
<td></td>
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<tr>
<td>Operating plant controls</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Driving plant or vehicles</td>
<td></td>
<td>X</td>
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<tr>
<td>Machinery Vibration</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hazard / Activity</td>
<td>Nil</td>
<td>Light</td>
<td>Average</td>
<td>Constantly</td>
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<tr>
<td>Ability to distinguish between colours</td>
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<td></td>
<td>X</td>
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<tr>
<td>Using hand held tools</td>
<td></td>
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<td>X</td>
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<tr>
<td>Working with irritants, chemicals, fumes and/or dust</td>
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<td></td>
<td>X</td>
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<tr>
<td>Working in hot surroundings</td>
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**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>
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</thead>
<tbody>
<tr>
<td>Talking on the phone</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
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<tr>
<td>Direct contact with people</td>
<td></td>
<td></td>
<td></td>
<td>X</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>
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<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):**

**Signature:**

**Date:**
SELECTION CRITERIA:

Applicants should address the following in their applications:

1. Tertiary qualifications (or progress towards) in a relevant discipline such as Human Resource Management or significant experience in the area of training and development.
2. Demonstrated experience in developing and evaluating training programs.
3. Well developed oral and written communication skills.
5. Proficient in the use of Microsoft Office programs.
6. Ability to work effectively as part of a multidisciplinary team.
7. Demonstrated commitment and ability to align behaviours with the values and principles of Warrnambool City Council.
8. Ability to liaise effectively and professionally with external organisations.

The qualifications, skills and experience outlined in this position description are ideals to which the occupant will aspire. Unless specifically stated, they are not absolutely essential.
LEARNING AND DEVELOPMENT OFFICER
GENERAL CONDITIONS OF EMPLOYMENT

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 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.

**HOURS OF DUTY:**

Hours of work will 8.24am to 5.00pm, Monday to Friday (with a 1 hour lunch break) working 76 hours per fortnight without RDO entitlement.

**TENURE:**

The tenure of this position is temporary full time (12 month maternity leave contract)

**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.

**SALARY:**

This position is classified by council as Band 5 and carries a current base salary range of $64,501 to $74,381 (inclusive of 9.5% employer superannuation) per annum (pro-rata). The actual salary will be agreed with the successful applicant taking into account skill level and experience.

**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 / FUNCTION 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 CHILDRENS 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.