

Employment Information Package



Community Development Officer - Inclusion

Position number: POS1729

Enquiries:

Name: Linda Page

Position: Team Leader Community Development

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Application closing date: 3PM, TUESDAY 23 JULY, 2024



City of
LAUNCESTON

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Address all correspondence to:
Manager People and Culture
City of Launceston
PO Box 396
LAUNCESTON TAS 7250
Email address: contactus@launceston.tas.gov.au

When emailing your application, attachments should be sent in either Word (.doc/.docx), PDF (.pdf), TIFF (.tiff), JPEG (.jpg) or Excel (.xls/xlsx) formats.



Introduction

Launceston is the regional hub of Northern Tasmania and enjoys a rich natural and social history. Located at the head of the picturesque Tamar Valley, the Launceston region is renowned for its award-winning wines, gourmet dining experiences, magnificent natural features and friendly residents. Our city is human scale. A series of green and wild spaces linked by heritage streetscapes and thoughtful adaptations. A real blend of old-world and new, tradition and innovation.

The City of Launceston municipal area covers an area of 1,405 square kilometres with a population of around 71,000 residents.

The City of Launceston is Tasmania's largest municipal council in terms of population and revenue. Launceston boasts all the major facilities of a much larger city, many of which are owned and operated by the City of Launceston.

The City of Launceston is served by 12 Councillors, including the Mayor and Deputy Mayor.

Click [here](#) to view City of Launceston's strategic and annual reporting.

City of Launceston organisational chart

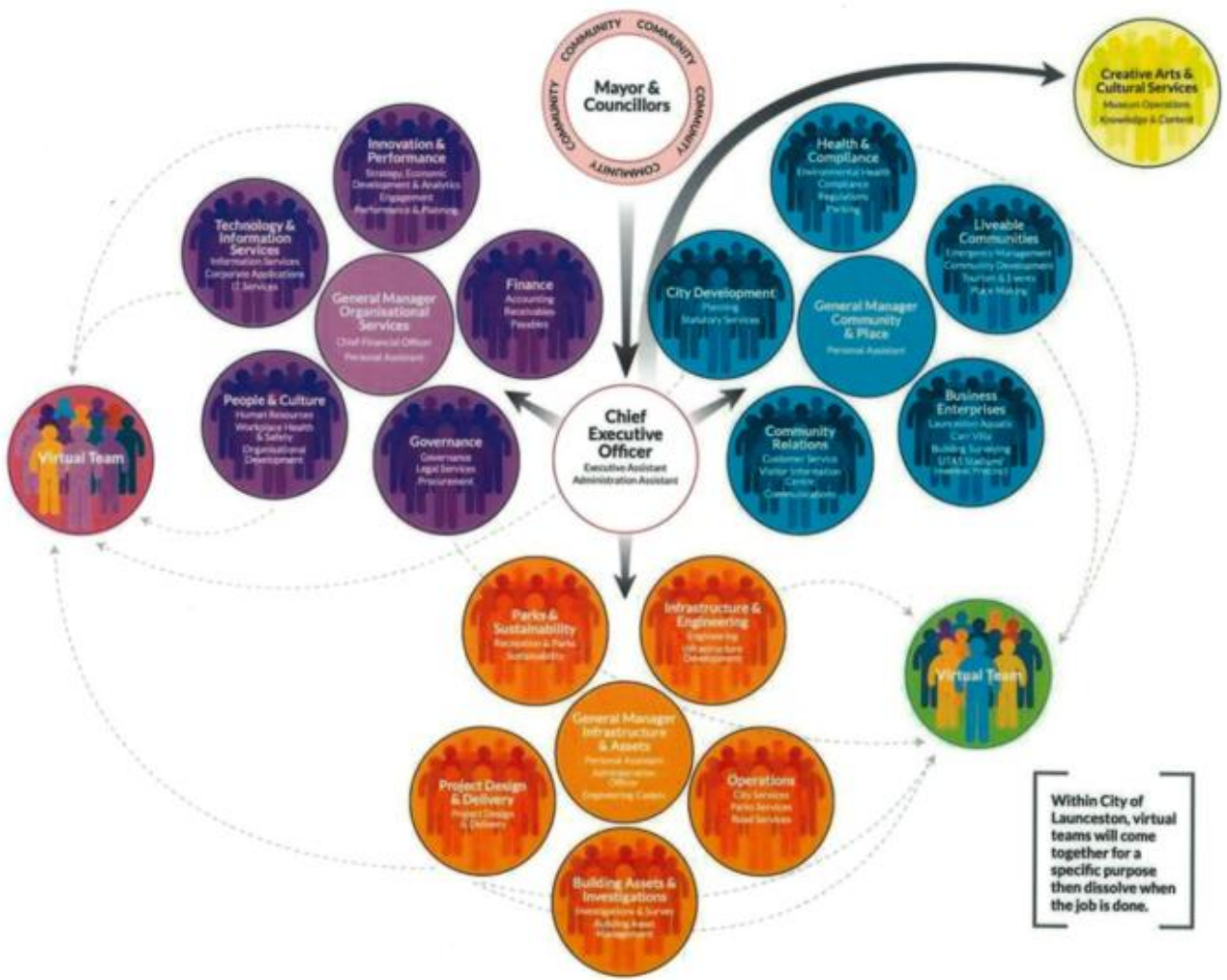
The City of Launceston is recognised as an Employer of Choice by the Tasmanian Government.

An Employer of Choice is a workplace that demonstrates contemporary workplace practices and provides outstanding support for its staff.

The Council employs around 570 employees across a range of responsibilities.



At City of Launceston we are an agile organisation, with teams being more empowered and self-managing



Organisational values

At the heart of our organisation are our four organisational values. Our employees are expected to adhere to, support and promote our values at all times.

Our aim is to attract and retain people who share our values and want to be a part of our positive workplace culture. Before submitting your application please review our values and decide if they are a good fit for you.



OUR PEOPLE MATTER

- We value clear and open communication
- We support and encourage each other
- We respect diversity
- We recognise individual needs, experience and strengths



WE CARE ABOUT OUR COMMUNITY

- We take pride in our work and pursue a standard of excellence
- We genuinely listen, and value collaborative relationships
- We strive towards the best outcome for our community
- We make responsible and sustainable decisions



WE BRING AN OPEN MIND

- We actively seek opportunities to continuously improve
- We respect and explore different ideas and perspectives
- We embrace change that leads to positive outcomes
- We value innovation and creativity



WE GO HOME SAFE AND WELL

- We show care for people and look out for one another
- We speak up and support others to be healthy and safe
- We take personal responsibility for our own health and wellbeing
- We value work-life fit

Information for applicants

City of Launceston is an equal opportunity employer. Our workforce is diverse, inclusive, flexible and family-friendly.

We value the different backgrounds, skills and contributions of all employees and treat each other and our community with respect.

We want opportunities at City of Launceston to be accessible and attainable to all candidates. If you are interested in this role but have concerns about your suitability, please talk to us before submitting your application.

Please read this information carefully, as it will help you with the preparation of your employment application.

When applying for this position, you must provide the following documentation:

1. Covering letter
2. Statement addressing the selection criteria (**highlighted criteria only**)
3. Resume

The online Application for Employment can be [accessed here](#) (you will be asked to attach your supporting documentation)

1. Your covering letter should introduce you and explain why you are applying for the role.
2. All recruitment and selection decisions are based on merit. The most suitable person in terms of skills, knowledge, qualifications, relevant experience, alignment with organisational values and work attitudes is selected for the position. Selection is based on the assessment of each application in relation to the selection criteria identified in the position description. The position description is included later in this information kit.

The selection criteria consists of the qualifications, knowledge, skills, attitudes and abilities required to successfully perform the role. You must provide a statement that addresses each highlighted selection criterion for the role. Your statement should include examples that demonstrate how you meet each criterion.

Please see information here on how to address the [Selection Criteria](#).

3. Your resume should provide details of your qualifications, work history, special skills, training and competency details and referees, plus any other information that may support your application. Be clear and informative. Include the names, position titles, addresses and telephone numbers of at least two work referees.

If we can assist you with any reasonable adjustments in order to submit your application for this role, please contact the People and Culture Team via email at contactus@launceston.tas.gov.au, noting your preferred method of communication and contact details and a member of the team will be in touch.

Recruitment steps

1. **Application received**
2. **Shortlisting**
 - Shortlisted applicants will be contacted by telephone or email to arrange an interview.
 - Unsuccessful candidates will be advised by email.
3. **Interview**
4. **Pre-Employment Checks:**
 - Reference Check
 - Police Check
 - Medical Assessment
 - Drug and Alcohol screening

All costs covered by City of Launceston
5. Suitability determination and preferred candidate identified
6. Letter of Offer

Employee benefits

- Our employees have access to discounted health insurance options through St Luke's Health and BUPA.
- Employees have access to a free EAP service, which provides support and counselling for personal and work related issues, coaching and advice for leaders and counselling assistance for immediate family members.
- We are committed to providing a working environment that is sufficiently flexible to meet the operational requirement and workload demands of the City of Launceston while accommodating, where possible, the needs of our employees.
- Discounted membership at Launceston Aquatic.
- Discounts at the Museum Gift shop.
- Additional leave: employees may request to purchase an additional two or four week's additional leave per year to help manage family/carer responsibilities or other special circumstances.

General conditions of employment

Position title	Community Development Officer - Inclusion
Employment terms	Permanent Full Time
Working pattern	19 Day Month
Total remuneration	\$93,282 - \$106,239* <i>*Total remuneration includes superannuation, as detailed below</i>
	Base salary \$80,939 - \$92,182
Superannuation	Employer contribution of 15.25%

- **Annual leave:** employees are entitled to 4 weeks (pro-rata for part-time employees) annual leave per year, plus leave loading.
- **Personal leave (for sick and carer's leave):** employees are entitled to two weeks (pro-rata for part-time employees) personal leave per year, if they are unable to attend work due to personal illness/injury or to provide care for a spouse/partner or immediate family member.
- **Paid parental leave:** employees are entitled to fourteen weeks paid (or twenty eight weeks at half-pay) parental/adoption leave for the primary carer; two weeks paid leave for the secondary carer.
- **Long Service Leave:** Long service leave applies after 7 years continuous service.

The City of Launceston Enterprise Agreement 2021 is available [here](#)

The City of Launceston Leisure and Aquatic Centre Enterprise Agreement 2022 is available [here](#)

Position Description

Position Description Form - Officer

PF NUMBER:	PF0	POS NUMBER:	POS1729
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POSITION TITLE:	Community Development Officer - Inclusion
AWARD CLASSIFICATION:	Grade 5
EMPLOYEE:	Vacant
TEAM:	Liveable Communities
NETWORK:	Community & Place
REPORTS TO:	Team Leader Community Development
PREPARED BY:	Michelle Ogulin
DATE:	July 2024

APPROVED BY:	
NAME:	Michelle Ogulin
POSITION:	Manager Liveable Communities
SIGNATURE:	

POSITION PURPOSE (Why does this position exist)

This position will develop strategic and innovative approaches to determine and facilitate appropriate strength based initiatives for vulnerable communities, within a community development framework.

As part of the Community Development team, this position will contribute to the planning and development of programs and projects across the community working with people experiencing homeless, people with disabilities, those living in low socio-economic areas, Culturally and Linguistically Diverse people, Aboriginal and Torres Strait Islanders, and people from LGBTQIA+ communities.

The Community Development Officer will support the preparation and delivery of an annual work plan that helps to create strong, supported, connected and thriving communities.

City of Launceston is a values-based organisation, which means that we employ people who share and display our values



Our people matter

- we value clear and open communication
- we support and encourage each other
- we respect diversity
- we recognise individual needs, experience and strengths



We care about our community

- we take pride in our work and pursue a standard of excellence
- we genuinely listen, and value collaborative relationships
- we strive towards the best outcome for our community
- we make responsible and sustainable decisions



We bring an open mind

- we actively seek opportunities to continuously improve
- we respect and explore different ideas and perspectives
- we embrace change that leads to positive outcomes
- we value innovation and creativity



We go home safe and well

- we show care for people and look out for one another
- we speak up and support others to be healthy and safe
- we take personal responsibility for our own health and wellbeing
- we value work-life fit

Accountabilities	Activities/Tasks include:	Success looks like ...
General		
City of Launceston's Values	Behave in a way that supports the City of Launceston's values. <ul style="list-style-type: none"> • Our people matter • We care about our community • We bring an open mind • We go home safe and well 	Demonstrates, through behaviour, an alignment to and an understanding of our values
Technology	Use technology and information to maximise efficiency and effectiveness.	New and existing technologies are utilised effectively.
Collaborate	Work collaboratively within your team and across networks. Support delivery of the Network's strategic and annual plan actions. Work with horizontal teams as relevant to technical role accountabilities.	Actively participating in team meetings/tool box meetings, by offering ideas and suggestions and providing feedback Collaborative opportunities are sought across Networks
Innovation	Encourage and be proactive in developing a culture of introducing new and improved work practices and projects within your team and your network.	Improved work practices and projects.
Technical		
Community development programs	Create initiatives that provide opportunities for communities to support each other, promote community identity, build capacity and encourage the sharing of information and knowledge.	The development of sustainable programs within the core responsibilities
	Forge positive active relationships with people with disabilities, the homeless community and service providers	Participation by representatives of these communities on working groups or project teams
	Ensure the Council has a presence in: <ul style="list-style-type: none"> • Homelessness Week • International Day of People with a Disability • Harmony Day • Anti-poverty Week • NAIDOC Week • Reconciliation Week And other calendar events as required that may impact on the role.	Relevant projects coordinated or supported

Accountabilities	Activities/Tasks include:	Success looks like ...
	<p>To identify opportunities within targeted communities through:</p> <ul style="list-style-type: none"> • place based analysis • a variety of community engagement methods • liaison with community facility managers, community groups and service providers • analysis of demographic data 	<p>Effective input is provided to contribute toward progression of Framework and Action Plan that is coordinated in a timely manner.</p>
	<p>Administer the Access Advisory Committee, Homeless Advisory Committee or any other committees as required and as they relate to this role.</p>	<p>Effective input and advice provided</p>
	<p>Support the development and delivery of an annual work plan in consultation with the Community Development Team to contribute to:</p> <ul style="list-style-type: none"> • strong communities • supported communities • connected communities • thriving communities. <p>The annual work plan is to be developed with consideration to:</p> <ul style="list-style-type: none"> • the homeless community • people with a disability • minority, marginalised or vulnerable people • volunteers • people with disabilities • migrants and refugees • people from low socio-economic areas • aboriginal and Torres Strait Islanders • LGBTIQ+ communities, and • other groups as identified through the annual planning process. 	<p>Development of an annual plan which reflects the council's commitment to social inclusion and equity.</p>
	<p>Provide support and input to other programs and projects undertaken by the City of Launceston's Liveable Communities team as requested.</p>	<p>Effective input and participation in activities provided.</p>
	<p>Develop strategic alliances with community groups and stakeholders.</p>	<p>Participation by communities of all demographics increases</p>
<p>Contribute to strategic planning and delivery</p>	<p>Primary support role in the development of strategic documents and action plans relating to:</p> <ul style="list-style-type: none"> • Homelessness <p>Support role in the development of strategic documents relating to:</p> <ul style="list-style-type: none"> • People living with disability • Those living in low socio-economic areas • Migrants and refugees • Aboriginal and Torres Strait Islanders 	<p>Strategic documents are developed or updated as required</p>

Accountabilities	Activities/Tasks include:	Success looks like ...
	<ul style="list-style-type: none"> • People from LGBTIQ+ communities • Other vulnerable cohorts <p>This would include, but not be restricted to:</p> <ul style="list-style-type: none"> • Undertaking literature reviews • Conducting community engagement processes • Collating relevant information • Assisting in the preparation and review of strategic documentation, and • Implementing the initiatives. 	
Contribute to the success of the team	Ongoing integration with the Community Development Team to share ideas, skills and experience to make and shape better places and become invested in their success.	Actively participating in team projects and initiatives by sharing ideas, skills and experience.
	From time to time, as requested, collaborate with other officers as part of key shared projects through virtual teams, or similar, to help shape better places in Launceston.	Being accountable and invested in the success of place making projects, regardless of the team set-up.
Work Safely with a Duty of Care for fellow employees and ensure procedural compliance	<p>Perform all work in a safe manner in accordance with the City of Launceston's Occupational Health and Safety Policy and Procedures</p> <p>While at work, a worker must –</p> <p>(a) take reasonable care for his or her own health and safety; and</p> <p>(b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and</p> <p>(c) comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act; and</p> <p>(d) cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers.</p> <p>(Section 28 Work Health & Safety Act 2012)</p>	
<p>Note: Whilst the key functions and responsibilities for the role are set out above, the Council may direct an employee to carry out such duties or tasks that are within the limits of the employee's skill, competence and training.</p>		

WORKING WITH VULNERABLE PEOPLE CHECK	
	Yes/No
Working with Vulnerable People Check required?	Yes
<i>If yes, include in Selection Criteria table below</i>	

SELECTION CRITERIA	
POSITION REQUIREMENTS/COMPETENCIES	
Organisational	
<ul style="list-style-type: none"> Community Focussed: considers community/customers in decision making 	
<ul style="list-style-type: none"> Communicate and Engage: demonstrates self-awareness & encourages open discussions & contributions from others 	
<ul style="list-style-type: none"> Create and Innovate: displays initiative & considers different ideas and perspectives 	
<ul style="list-style-type: none"> Safety Focussed: takes responsibility for own and team's health, well-being and self-care 	
Position Specific	
<ul style="list-style-type: none"> High level of communication skills (written, verbal and interpersonal) applicable to working with (and understanding) the community sector 	
<ul style="list-style-type: none"> Sound planning, organisational, project management and collaboration skills 	
<ul style="list-style-type: none"> Very good analytical skills with the ability to make sound judgements and devise innovative solutions, both independently and as part of a team 	
<ul style="list-style-type: none"> Ability to independently address issues, demonstrate sound judgement and resolve problems 	
QUALIFICATIONS AND EXPERIENCE	
<ul style="list-style-type: none"> Relevant tertiary qualifications and/or experience in a similar role 	
<ul style="list-style-type: none"> Experience working with the community from a community development framework 	
<ul style="list-style-type: none"> Current Drivers Licence (Car) 	
<ul style="list-style-type: none"> Working with Vulnerable People check 	

REPORTING STRUCTURE	
Manager	Manager Liveable Communities
Team Leader	Team Leader Community Development
Direct Reports	Nil

KEY RELATIONSHIPS (External and Internal Customers, Supplier, Colleagues, etc)	
Internal	Nature of Relationships
Liveable Communities team	Team member, advise and support
Community and Place Network	Team member, advise and support
Other Teams: Community Development, Tourism and Events, Strategy, Economic Development and Analytics, Infrastructure and Engineering and Parks and Sustainability teams	Collaborate and provide/seek advice Cross-organisational teams
Executive Leadership Team	Provide advice
Councillors	Provide advice
External	Nature of Relationships
Service provider network including outreach workers	Engage with and partner
Land owners, residents and ratepayers Community stakeholders	Provide and request advice/input
Community based and non-government agencies	Engage with and partner

Event organisers	Engage with and partner
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DELEGATIONS & AUTHORISATIONS (Local Government Act, By-Laws etc)	
Purchasing Approvals	n/a

Confidentiality

Staff are

- a) Able to access; or
- b) May be exposed in the course of performing their duties to information that may be related to individuals, organisations or the general dealings of the City of Launceston. Some of this information will be of a sensitive nature – either within or external to the organisation.

By accepting this position the employee undertakes:

- a) To keep all information that they are exposed to confidential during and after their period of employment with City of Launceston. Information should never be disclosed outside of the organisation and only be disclosed to other employees if there is a need within the context of the task being performed.
- b) To not access any information within the organisation's systems that is not directly relevant to their work.
- c) To abide by the requirements of the Confidentiality and Privacy clause of the relevant Enterprise Agreement.

OTHER RELEVANT INFORMATION
<p>Expectations of a City of Launceston employee:</p> <ul style="list-style-type: none"> • Have strategies in place to enhance their own health and well-being, manage stress and maintain professionalism; • Seeks feedback broadly and asks others for help with own development areas; and • Translates feedback into an opportunity to develop. <p>Some aspects of this role's work may occur on weekends or after hours.</p>



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