



POSITION DESCRIPTION

PART 1 – POSITION DETAILS

Position Title:	Ganger – Construction
Award\Classification:	Queensland Local Government Industry Award 2017
Industrial Instruments:	Torres Shire Council Certified Agreement 2019
Date prepared/ Updated:	Nov 2022
Position Purpose:	To effectively construct Council's infrastructure.
Reports To (Position Title):	Foreman (Construction)
Roles Reporting to This:	Plant Operators, Truck Drivers & Labourers
Key Relationships / Interactions:	<ul style="list-style-type: none">• Members of the public & stakeholders using the facility• Other Council Staff both Internal and External
Decision Making Authority:	<p>The Chief Executive Officer, in accordance with the provisions of the <i>Local Government Act 2009</i>, will delegate authority to exercise such powers, delegations and judgements as determined necessary from time to time to enable the effective fulfilment of the requirements of the position.</p> <ul style="list-style-type: none">• The position is accountable to the Works Manager.



PART 2 – KEY RESPONSIBILITIES

Key Result Area	Major Tasks
Job Specific Responsibilities	<ul style="list-style-type: none"> Supervise, lead, and motivate the staff within their gang. Plan and organise the efficient, effective and timely delivery of responsive construction services with minimal supervision, including: <ul style="list-style-type: none"> To construct Council's roads, drainage and building infrastructure. To construct, repair and maintain Council footpaths. Perform line-marking duties as required. To perform basic survey and levelling tasks. To perform basic plan reading. To perform "on the job training" for their gang. To supervise construction crew to ensure all works are carried out safely and in a satisfactory manner. Respond to call outs if required. Ensuring allocated equipment and plant are maintained in good order. To maintain appropriate operational standards and compliance with Workplace Health & Safety legislation. To carry out such other duties from time to time as directed by his/her immediate supervisor or manager. Carry out other work duties from time to time as directed by his/her immediate supervisor or manager.
Supervisory Responsibilities	<ol style="list-style-type: none"> Through leadership, encourage internal and external collaboration and build partnerships to achieve business and personal objectives. Demonstrate leadership to individuals and groups to achieve goals and objectives and coach staff through training and development activities related to current or future jobs. <p>Clearly and regularly communicate performance standards and expectations</p>
Communication & Interpersonal Responsibilities	<ol style="list-style-type: none"> Work as part of a team and show professionalism. Punctual in both attendances at work and staff meetings. Maintain high standards of presentation and personal grooming. Comply with Council's Code of Conduct.
Legislative Responsibilities	<ol style="list-style-type: none"> Corporate recordkeeping is the responsibility of all staff. This position is required to comply with the Councils 'Corporate Recordkeeping' Policy and associated procedures. Observe Council's policies and procedures to ensure compliance with all relevant legislation, including: <ul style="list-style-type: none"> <i>Local Government Act 2009;</i> <i>Local Government Regulations 2012;</i> <i>Human Rights Act 2019 (QLD);</i> <i>Public Sector Ethics Act 1994;</i> <i>Industrial Relations Act 2016;</i> <i>Workplace Health and Safety Act 2011;</i>



	<ul style="list-style-type: none">• <i>Workplace Health and Safety Regulation 2011;</i>• <i>Workers Compensation and Rehabilitation Act 2003</i>• <i>QLD Crime and Corruption Act 2001;</i>• <i>Commonwealth Disability Discrimination Act 1992;</i>• <i>Commonwealth Age Discrimination Act 2004;</i>• <i>Commonwealth Racial Discrimination Act 1975;</i>• <i>Commonwealth Sex Discrimination Act 1984;</i>• <i>Environmental Protection Act 1994;</i>• <i>Environmental Protection Regulation 1998;</i>• <i>Equal Opportunity in Public Employment Act 1992;</i>• <i>Anti-Discrimination Act 1991;</i>• <i>The Public Records Act 2002;</i>• <i>Public Interest Disclosure Act 2010.</i>
Workplace Health and Safety Responsibilities	The employee will assist in ensuring the work environment complies with the Workplace Health & Safety Act, Regulations, Codes of Practice and Council's Safe Plan system, Safe Work statements, Policies and Procedures. Complies with instructions given by his or her Manager and / or Supervisor. Adhere to the workplace health and safety legislation in reporting all accidents and potential hazards in a timely manner.
Confidentiality and Privacy	<ol style="list-style-type: none">1. Keep all confidential information, whether written or verbal, as well as any intellectual property developed, utilised or otherwise gained by the employee in the course of employment, completely confidential, even after completion of employment.2. Ensure compliance with:<ul style="list-style-type: none">• <i>Right to Information Act 2009</i>• <i>Information Privacy Act 2009</i>

PART 3 – PERSON SPECIFICATION

Qualifications & Experience
<ol style="list-style-type: none">1. Certificate III in Civil Construction and or extensive experience in the civil construction and maintenance industry.2. Local government experience in civil construction (Desirable)3. "HR" licence (Desirable)4. Plant tickets (Desirable)5. Understanding of Ilan Kastom and languages.
Technical Skills & Abilities
<ol style="list-style-type: none">1. Substantial civil construction experience gained in a similar position.2. Demonstrated effective people management skills specifically in the areas of dealing with the public, staff supervision, leadership, motivation and team.3. Demonstrated ability to develop sound, professional and responsive working relationships with a range of customers with an emphasis on providing quality customer service.4. An understanding of and commitment to Workplace Health and Safety, environmental responsibility, quality assurance, equal employment opportunities and open communications.5. Ability to communicate effectively with Aboriginal and Torres Strait Islander people.



PART 4 – SELECTION CRITERIA

Essential Skills, Experience & Qualifications

1. Demonstrated skills and experience in civil construction.
2. Current Queensland Driver's Licence (Class C – Minimum requirement) Ability to obtain Light Rigid Truck Licence.
3. Demonstrated skills and experience to coordinate small work crews to undertake various construction tasks efficiently and effectively.
4. Developed organisational skills including a demonstrated ability to effectively plan, organise and co-ordinate a number of tasks/jobs at the same time.
5. MUTCD Level 2 – Set up signs or ability to obtain.