Team Leader – Construction
POSITION DESCRIPTION



Position Number:	1811
Department:	Regional Services
Section:	Fitzroy River Water
Unit:	Network Operations
Position Status:	Permanent Full Time
Classification:	Level 6 - Level xx - Rockhampton Regional Council External Employees Certified Agreement 2022 Building Trades Award Level 2/3 (dependent on skills and experience) - Rockhampton Regional Council External Employees Certified Agreement 2022
Reports To:	Supervisor Network Maintenance
Revised:	June 2025

General Position Statement

This position supports Council's direction by providing preventative and reactive maintenance and new construction of Council's water and wastewater reticulation systems in a professional, efficient and confidential manner ensuring the development of good working relationships with all staff and the public.

Specific Responsibilities

The successful candidate must be able to fulfil the following position responsibilities.

- Lead a crew of 2 to 6 persons to carry out maintenance on our Region's water and wastewater reticulation systems.
- Undertake tasks associated with the Capital Works Program, such as construction programs to install new or refurbish existing water and wastewater reticulation infrastructure.
- Assist in the forward planning and organisation of jobs.
- Undertake maintenance and testing of water and sewer mains, including hydrants and associated valves and fittings.
- Ensure that work performed is in accordance with the relevant standards adopted by Fitzroy River Water.
- Proficient in the use of a variety of plant, both large and small associated with water and wastewater construction and maintenance.
- Refer matters that may impact upon the business, Council and employees to the relevant Supervisor or Manager.
- Undertake other relevant duties as directed, consistent with skills, competence and training.

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Position Requirements

Your suitability for this role will be assessed against the following competencies.

Skills/Competencies

- Experience in the operation and maintenance of water and wastewater infrastructure.
- Experience in the operation of associated tools and equipment to undertake preventative and reactive maintenance to the water and wastewater reticulation systems.
- Ability to carry out a variety of manual tasks in conjunction with water and wastewater construction and where directed, i.e. reactive water and wastewater maintenance.
- Exercise good interpersonal skills dealing in a positive manner with the public, other team members, supervisors and management.
- Ability to prioritise, plan and organise workloads and coordinate the work of others.
- Ability to work in a team environment and under general supervision.
- Ability to read and interpret plans, charts and instructions.
- An understanding of the requirements of AS 3500 – National Plumbing & Drainage Code and Plumbing & Drainage Act 2002.
- Communicate Effectively – Ability to communicate with others verbally and in writing to meet requirements of the role.
- Teamwork and Collaboration – Ability to work together with others to achieve common goals both within
- immediate team and teams across Council.
- Goal Setting – Ability to set, define and deliver goals that are SMART – Specific, Measurable, Achievable, Relevant and Timely.
- Time Management – Ability to plan and organise tasks/work to meet objectives of the role.
- Problem Solving – Ability to analyse problems by gathering information and develop a solution (in line with role responsibilities) or options and make a recommendation.
- Decision Making – Ability to use sound judgement to make the best decision based on information gathered and analysed within the boundaries of the role.
- Manage Risk – Ability to identify, understand and manage risks so that work can be delivered safely and to required standard.
- Deliver Excellent Customer Service – Ability to meet customers' expectations around safety, time, cost and quality.
- Focus on Continuous Improvement – Ability to identify opportunities to enhance team effectiveness and improve team's customers' experience.
- Adaptable to change – Ability to adapt to changing work environments, technology, work priorities and organisational needs.
- Ability to effectively operate Council's computer systems including the Ci Anywhere Suite (R1 and ECM), Pathway and the MS Office Suite.

Qualifications

- Trade qualifications to operate as a Licensed Plumber and Drainer in Queensland, or Certificate III in Civil Construction and/or demonstrated experience in Civil Construction with practical knowledge of industry best practices for maintenance of water and wastewater infrastructure.
- Hold a Construction Industry Induction (White Card).

Desirable Qualifications and Experience

- Appropriate licences and experience in plant operation such as an excavator.
- Enter Confined Space Certificate and operate breathing apparatus.
- Traffic Management Implementation.



- Ability to legally operate a motor vehicle under a "MR" Class Licence.
- Safe Work Near Exposed Live Parts Training
- Licenced Dogger.
- Trade qualifications to operate as a registered Licensed Plumber and Drainer in Queensland.
- Possess and maintain a Backflow Prevention endorsement from the Master Plumbers Association of Queensland

Behaviours

- *Customer Service* – Ensure service delivery and advice remain focused on Council's customers and community outcomes.
- *Safety* – Carry out your duties in a safe manner whilst ensuring the safety of your team members and customers, in accordance with Council's Health and Safety Duty Statements and associated safety policies / procedures.
- *Code of Conduct* – Ensure that your behaviour is aligned with the Code of Conduct.
- *Council Values* – Ensure that your behaviour is aligned with the values statement adopted by Council: *One Team, Accountable, Customer Focused, Continuous Improvement and People Development.*

Leadership Capabilities

- Council's Leadership Capability Framework – meets standards of performance and behaviours in line with our Leadership Capability Framework and leadership level **Operational Leadership**: *Build and maintain Trust; Deliver Results, Customer and Community Driven, Lead and Enable Change and Commit to Personal Growth.* **Further Information Appendix A**.

Work Environment and Physical Demands

- This position is an outdoor role and will require the employee to carry out physical tasks which may include manual handling of up to 30kg, repetitive bending, kneeling, twisting and/or squatting, working in confined spaces, and working at heights.
- Should the requirement to work in confined spaces be a mandatory requirement of this role, the absence of facial hair below eye level is necessary to ensure an appropriate facial seal when using routine or emergency breathing apparatus.
- For plant operations there is a maximum seat rating for tip trucks of 120kg and Semi tippers of 150kg.

Additional Requirements

- Ability to work in an outdoor environment.
- Ability to legally operate a motor vehicle under a "C" Class Licence (minimum provisional).
- Ability to participate in an afterhours on-call roster.
- A willingness to undertake a Functional Capacity Evaluation to satisfy the inherent physical requirements of the position.
- Provision of a satisfactory Criminal History Check - Police Certificate (Australia Wide Name Only Police Check).
- Ability to be immunised in accordance with Council's Occupational Risks and Immunisation Register.

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Delegations and Authorisations

Financial, Administrative and Corporate Delegations may be applicable to this position and are detailed in the Delegations Corporate Register.

Legislative Sub-Delegations and Authorisations may also be applicable to this position and are detailed in the external public registers. Both registers are available on Council's Intranet.

Acknowledgement

This job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to the role.

Authorised By:	Manager Water & Wastewater
Signature:	
Date:	
Employee Name:	
Employee Signature:	
Date:	

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Appendix A: Leadership Capability Framework – Leadership Level
Operational Leadership (Team Leaders and Supervisors)

Key Leadership Capabilities	Leadership Standard / Behaviour	Standards / Behaviours Required at this Leadership Level
Build and Maintain Trust	**Engage and Inspire our People**	Ensures alignment between work and Council's vision to engage and inspire others.
	Empower our People	Empowers others and builds trust and confidence through coaching.
	Enable Teamwork and Collaboration	Ensures teamwork and collaboration within and across teams.
	Effectively Communicate across the Organisation	Fosters open and transparent two way communication and ensures that communications are received and understood by team members and other stakeholders.
	Build Effective Enduring Relationships	Engaging in and supporting others to build effective and enduring relationships built on trust and respect.
Deliver Results	**Manage People Performance**	Ensures the alignment and achievement of goals through setting clear expectations, providing feedback, support and recognition to employees.
	Develop our People	Identify opportunities to provide development opportunities and coaching to others.
	Demonstrate Ethical and Accountable Decision Making	Develops own and team's organisational, political and cultural awareness.
	Demonstrate Organisational and Situational Awareness	Makes decisions in situations where there is scope for interpretation.
	Maintain a Strategic Focus	Coordinates resources to achieve Council's strategic objectives and supports others to understand how their role aligns.
	Plan and Organise Resources	Plan and organise resources to ensure the team delivers work within deadlines of to a quality standard in a safe and cost effective manner.
Customer / Community Driven	**Be Customer and Community Focused**	Focus on the purpose of Council and delivering what's best for the customer and community in line with vision.
	Manage customer and stakeholder relationships	Anticipates and adapts to customer and stakeholder needs.
Lead and Enable Change	**Lead Change Effectively**	Manages the process of change to ensure successful implementation.
	Lead Continuous improvement and Innovation	Supports others to identify, gain acceptance and implement continuous improvement opportunities.
Commit to Personal Growth	**Commit to Personal Growth and Learning Agility**	Commits to own personal growth and learning agility and shares learnings with others.
	Lead with Emotional Intelligence	Develops emotional intelligence and awareness of impact of actions on others.
	Build and maintain Technical and Operational Competence	Maintains own technical and operational competence and supports others to develop and maintain their competence.