Sports Turf Greenkeeper
POSITION DESCRIPTION



Position Number:	3346 / 3723
Department:	Communities and Lifestyle
Section:	Open Spaces and Recreation
Unit:	Parks Operations
Position Status:	Permanent Full Time / Fixed Term Full Time
Classification:	Level 5 - Rockhampton Regional Council External Employees Certified Agreement 2022
Reports To:	Sports Turf Team Leader
Revised:	November 026

General Position Statement

This position supports Council's direction by working closely with the Team Leader to ensure the effective and efficient use of resources dedicated to sports turf operations. The primary aim of the role is to undertake and provide specialist input into sports turf and greenkeeping activities associated with the planning, preparation, development and ongoing maintenance of community sporting facilities.

Key duties include the implementation of mowing and presentation programs, operation and maintenance of irrigation systems, sports field renovations and recovery works, and the monitoring and management of turf pests, diseases, and weeds. The role contributes to the delivery of safe, high-quality, and fit for purpose playing surfaces across sports fields, parks, open spaces, and associated facilities throughout the Rockhampton Region.

Specific Responsibilities

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

- Support the Team Leader in the coordination of day to day sports turf maintenance activities to ensure playing surfaces meet agreed performance, safety and presentation standards.
- Undertake the preparation, maintenance and renovation of sports fields in accordance with approved work programs, including mowing regimes, irrigation management, fertiliser application, scarifying, aeration, topdressing, rolling and surface repairs.
- Operate sports turf maintenance plant and equipment, including cylinder mowers, zero-turn mowers, tractors, spray units and field renovation implements such as aerators, scarifiers, spreaders, Field top maker and Dakota top-dress unit.
- Provide technical advice and operational support to the Team Leader on sports turf maintenance activities, seasonal requirements and field recovery needs aligned with sporting codes and usage demands.
- Monitor turf condition, performance and wear patterns during daily operations and identify and recommend corrective actions to maintain safe high quality playing surfaces.
- Undertake soil sampling and testing activities, and implement fertiliser, soil amendment and irrigation programs as directed.

Sports Turf Greenkeeper
POSITION DESCRIPTION



- Undertake pest, weed and disease control activities using approved integrated turf management practices, including the safe operation of spray units and application of chemicals in accordance with training, licensing and procedures.
- Carry out the installation, operation, maintenance and minor repair of sports field irrigation systems to support effective water delivery and system efficiency.
- Conduct routine visual inspections of sports grounds and associated facilities, identifying hazards, defects or maintenance issues and reporting findings in accordance with procedures.
- Operate and maintain turf maintenance plant, machinery and vehicles safely and competently, including tractor operations and attached renovation implements, in accordance with Unit procedures and manufacturer guidelines.
- Complete daily pre-start inspections, servicing and safety checks of equipment and vehicles, ensuring accurate completion of service, maintenance and chemical application records.
- Provide on the job guidance and support to lower classified employees to develop skills and apply safe work practices as required.
- Support the implementation of safety plans, risk assessments and participating in pre-start talks prior to commencing sports turf works.
- Complete allocated work management requirements including job reporting, quality checks, safety documentation and time recording.
- Assist with the collection and recording of information for performance reporting relating to turf condition, field availability and maintenance activities.
- Contribute to sports turf improvement and upgrade projects by assisting with works delivery and providing operational input, including field renovations and surface improvement works.
- Identify and suggest opportunities for improving efficiency, turf performance and work practices to the Team Leader.
- Participate in job rotation and multi-skilling activities to support service delivery and workload requirements.
- Comply with and promote adherence to Unit procedures, operational standards and work health and safety requirements.
- Refer matters that may impact upon the business, Council and employees to the relevant Supervisor or Coordinator.
- Undertake other relevant duties as directed, consistent with skills, competence and training

---

Position Requirements

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

Skills/Competencies

- Demonstrated ability to operate zero-turn mowers and sports turf maintenance plant, including brush cutters, blowers and turf grooming equipment, with experience in sports field mowing and presentation standards.
- Knowledge of sports turf plant, machinery and small equipment, including routine maintenance, servicing and pre-start inspection requirements.
- Strong knowledge of sports turf maintenance procedures, work instructions and Council operational standards relevant to sports fields and reserves.
- Proven understanding of safe manual handling techniques, chemical handling and storage requirements, and workplace health and safety practices applicable to sports turf operations.

Sports Turf Greenkeeper
POSITION DESCRIPTION



- Demonstrated knowledge of turf cutting heights, mowing patterns and turf renovation techniques to support healthy, safe and high-quality playing surfaces.
- Knowledge of the installation, operation maintenance and faut diagnosis of sports field irrigation systems, including water efficiency practices and system performance.
- Ability to provide technical advice and input to support sports turf maintenance programs, seasonal planning, and field recovery activities.
- Ability to work with a high degree of autonomy, prioritising tasks and adjusting work practices in response to site conditions and operational requirements.
- Understanding of soil health, nutrient management, and irrigation interactions to support turf performance and durability.
- 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.
- Time Management – Ability to plan and organise tasks/work to meet objectives 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.
- Adaptable to change – Ability to adapt to changing work environments, technology, work priorities and organisational needs.

Qualifications

- Certificate III Sports Turf Management (or related discipline) and demonstrated experience in sports turf maintenance, including irrigation system operation, maintenance and turf performance management.
- Hold a Construction Industry Induction (White Card).

Desirable Qualifications and Experience

- Traffic Management Implementation (formerly referred to as Level 2 Traffic Management).
- Be licenced to undertake traffic control duties as per the Traffic Controller Accreditation Scheme.
- Ability to legally operate a motor vehicle under a "MR" Class Licence.
- Operate and Maintain Chainsaws and Fell Small Trees Certificate.

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* – Act in accordance with Council's Code of Conduct.
- *Council Values* – Demonstrate behaviours aligned to Council's values: *One Team, Accountable, Customer Focused, Continuous Improvement and People Development.*

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 20kg, repetitive bending, kneeling, twisting and/or squatting.

Sports Turf Greenkeeper POSITION DESCRIPTION



Additional Requirements

- Ability to work in an outdoor environment.
- Ability to legally operate a motor vehicle under a “C” Class Licence.
- 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.

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
Signature:	
Date:	
Employee Name:	
Employee Signature:	
Date:	