

Sports Turf Team Leader POSITION DESCRIPTION



Position Number:	3514
Department:	Communities and Lifestyle
Section:	Open Spaces and Recreation
Unit:	Parks Operations
Position Status:	Permanent Full Time
Classification:	Level 6 - Rockhampton Regional Council Certified Agreement 2022 – External Employees
Reports To:	Supervisor Sports and Irrigation
Revised:	May 2026

General Position Statement

This position supports Council's direction by working closely with the Supervisor Sports and Irrigation to ensure the effective use of resources for sports turf operations. The primary aim of the role is to lead and coordinate sports turf and greenkeeping activities related to the planning, preparation, and maintenance of community sporting facilities.

Key duties include overseeing mowing and presentation programs, irrigation system operations, field renovations and recovery works, and the management of turf pests, diseases, and weeds. The role also leads and supports team members to deliver 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.

- Supervise and coordinate the day to day operations of sports turf maintenance crews to ensure playing surfaces meet agreed performance, safety and presentation standards
- Plan, schedule and carry out the preparation, maintenance and renovation of sports fields, including mowing regimes, irrigation management, fertiliser application, scarifying, aeration, topdressing, rolling and surface repairs.
- Provide specialist technical advice on sports turf maintenance programs, seasonal schedules and field recovery strategies aligned with sporting codes and usage requirements.
- Monitor turf health, performance and wear patterns, and implement corrective maintenance actions to maintain playable and safe surfaces.
- Conduct soil sampling and analysis as required, interpret results and recommend fertiliser, soil amendment and irrigation programs to optimise turf condition and resilience.
- Identify, manage and control turf pests, weeds and diseases through integrated turf management practices, including the safe application of pesticides within approved training and licensing requirements.

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- Install, maintain and repair irrigation systems to ensure effective water delivery, system efficiency and compliance with water use requirements.
- Conduct regular visual inspections of sports grounds and associated facilities to identify hazards, maintenance issues or defects, and ensuring appropriate actions are taken or escalated.
- Ensure safe operation, routine servicing and maintenance of turf maintenance plant, machinery and vehicles in accordance with Unit procedures and manufacturer guidelines.
- Ensure completion of daily pre-start inspections, servicing and safety checks of equipment and vehicles, maintaining accurate service, maintenance and chemical application records.
- Lead and mentor team members, providing instruction in sports turf practices, plant operation and safe work methods to build capability and maintain performance standards.
- Lead development and implementation of safety plans, risk assessments and pre-start talks prior to commencement of sports turf works.
- Complete daily work management requirements including work schedules, job reporting, quality checks, safety documentation and time recording.
- Maintain and complete performance reporting related to sports turf condition, field availability and maintenance outputs.
- Develop scopes of work for sports turf improvement and upgrade projects, including works programs, cost estimates and submission for approval.
- Identify and recommend opportunities to improve efficiency, turf performance and work practices within the sports turf management function.
- Participate in job rotation and multiskilling activities to ensure sports turf service delivery requirements and workloads are achieved.
- Ensure all team members understand and comply with the Unit's procedural manuals, operational standards and safety requirements.
- 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.

Position Requirements

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

Skills/Competencies

- Demonstrated leadership skills, including the ability to lead, coordinate and mentor staff to maintain high service standards in sports turf operations.
- Knowledge of sports turf management, including field preparation, renovation and presentation techniques aligned to sporting use and performance standards.
- Demonstrated experience in operation of specialised turf maintenance plant and equipment.
- Well developed understanding of soil types, soil structure, nutrient management and improvement practices to support turf health, performance and durability.
- Knowledge of relevant plant, equipment and tools including maintenance and servicing requirements.
- Demonstrated knowledge of turf preparation and maintenance activities, including seasonal renovation and recovery programs.
- Demonstrated knowledge and application of safe work practices including manual handling techniques and chemical storage.
- Knowledge of irrigation systems, including installation, operation, maintenance and system performance including recycled water use, pumping systems and dosing units.

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- Ability to contribute to a positive safety culture.
- Ability to monitor turf condition and operational performance, and implement or direct corrective actions.
- Ability to provide technical advice and recommendations to support sports turf programs and improvements.
- 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.
- 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.
- Manage Resilience and Wellbeing – Commitment and the ability to participate in safety programs to support safety, health and wellbeing in the workplace.

Qualifications

- Qualifications in Certificate III Sports Turf Management (or related discipline) and substantial experience in sports turf operations, including irrigation and high impact turf surface maintenance.
- Construction Industry Induction (White Card).

Desirable Qualifications and Experience

- Qualifications in Certificate IV in Horticulture (Turf Management).
- Commercial Operator's Licence (A.C.D.C).
- First Aid Certificate
- Traffic Management Implementation (formerly referred to as Level 2 Traffic Management).
- Ability to legally operate a motor vehicle under a "MR" Class Licence

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

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

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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.