

Position Description

Safe as Houses Project Officer

Position profile

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|----------------------|---|------------------------|------------------------------|
| Business Unit | Community Life | Position number | |
| Department | City Life | Status | 4 days up to 2 year contract |
| Salary group | Grade 12 | Date endorsed | |
| Reports to | Coordinator Community Capacity Building | | |

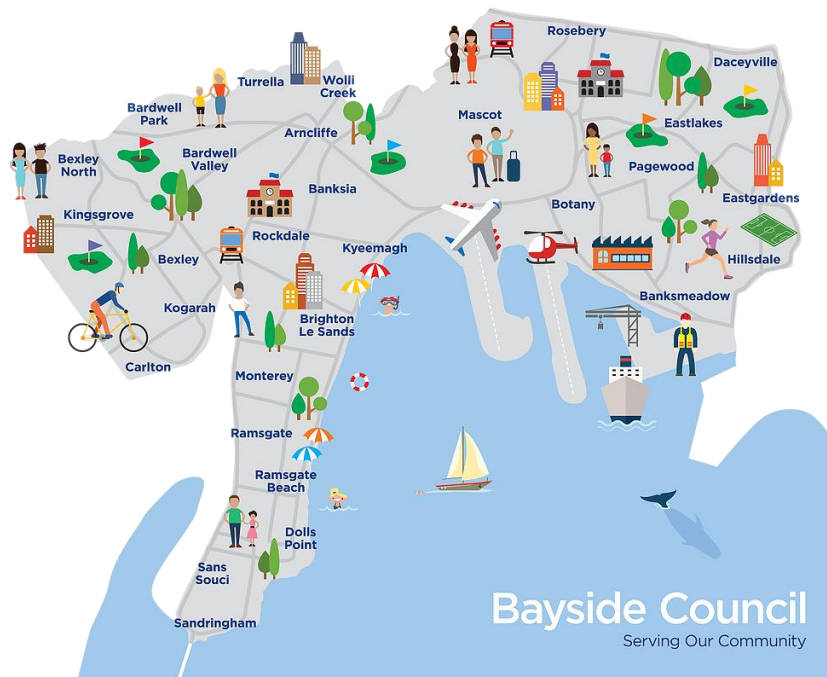
Overview

Bayside Council is an exciting place to work, live and play. The Bayside Council area covers approximately 50 square kilometres and over 160,000 people call Bayside home.

Bayside Council is the gateway to Sydney's south. With significant state infrastructure within our boundaries and key transport corridors between Port Botany, Sydney Airport and greater Sydney, change is everywhere and so are the opportunities.

By working together, we are making a difference across our Council, creating a great future.

This is an exciting opportunity for an innovative, customer centric and outcomes focused individual to be part of a modern, dynamic organisation that serves the Bayside community well.



Values

The following values were developed by Bayside Council employees and underpin our shared commitment in delivering our vision for the future.

The values guide us and define how we strengthen our working environment to deliver on the aspirations of our community.

- **Visionary Leadership** - We are all leaders - decisive, outward focused and forward thinking, setting the vision for Bayside Council today and into the future
- **Empowered People** - We are courageous and innovative - committed to making a difference in our work
- **Meaningful Relationships** - We support and invest in each other - creating a strong collaborative culture
- **Exceptional Service** - We go above and beyond - delivering an outstanding customer experience every time

Primary purpose of the role

This is a dual role which includes project work in a local community for our *Safe as Houses* pilot. *Safe as Houses* is a State funded project designed to engage residents in Eastlakes Housing Estates to build capacity to deal with emergencies in their local community. It will include facilitating and building on established connections amongst residents, developing identified training and a resource to deal with disaster management while working with the local Emergency Management Committee, Health and other partners.

The role also includes developing projects under the Community Safety Levy (former Rockdale LGA area only) around broader community safety issues like anti-social behaviour, fear of crime or domestic violence. These are developed with local partners like the NSW Police and with internal partners and might include communication campaigns, training or forums with schools and young people or seniors groups.

Key accountabilities

Within the area of responsibility, this role is required to:

- Create partnerships between Council and external agencies to develop and implement the *Safe as Houses* Project and other safety projects in response to emerging issues.
- Work with the local community and with project partners to guide the projects.
- Develop an understanding of how to respond and manage in an emergency amongst residents using key messages, training and available resources
- Ensure a community led approach to ensuring the development of resources, training or tools to improve the community's capacity to respond in emergencies.
- Cooperate with internal and external partners to develop community safety projects in Bayside under the Community Safety Levy (former Rockdale LGA area only)
- Provide timely and relevant reports and communications on the *Safe as Houses* Project and Community Safety generally when required to inform planning and decision making and as required by funding and levy requirements.
- Promote the collaborative culture and values of the organisation through open, fair and transparent decision making and ethical, professional behaviour.

- Work in collaboration with and assist the team, manager and other key stakeholders to achieve business unit goals, work requests, demands and Council priorities.

Key challenges

- Ensuring funding obligations are met including identified tasks and milestones under the Deed of Agreement.
- Ensure Community Safety Levy obligations are met in the former Rockdale LGA area.
- Delivering value for all stakeholders in an ethical, social and environmentally responsible manner.
- Balancing community expectations, staffing and resources and government requirements in a politically sensitive environment.

Role Dimensions

Decision Making





- The role is responsible for delivering activities, on time, within budget and to meet expectations in terms of quality, deliverables and outcomes.
- Accountable for implementing the decisions made by the governing body, General Manager and Directors of Council.
- Guided by Council-agreed strategic plans, statutory guidelines and relevant legislation.
- Determine day-to-day priorities in line with agreed work unit plans.

Essential Requirements

- Tertiary or other qualifications and/or equivalent experience.
- Current Drivers Licence Class C.

Competency summary

Below is the full list of competencies adapted from the NSW Public Sector Capability Framework and the level required for this role. The competencies in bold are the focus competencies for this role. Refer to the next section for further information about the focus competencies.

| NSW Public Sector Capability Framework | | |
|--|-------------------------------------|---------------------|
| Capability Group | Capability Name | Level |
|  Personal Attributes | Display Resilience and Courage | Adept |
| | Act with Integrity | Intermediate |
| | Manage Self | Adept |
| | Value Diversity | Foundational |
|  Relationships | Communicate Effectively | Intermediate |
| | Commit to Customer Service | Intermediate |
| | Work Collaboratively | Intermediate |
|  Results | Influence and Negotiate | Intermediate |
| | Deliver Results | Intermediate |
| | Plan and Prioritise | Foundational |
| | Think and Solve Problems | Intermediate |
|  Business Enablers | Demonstrate Accountability | Intermediate |
| | Finance | Foundational |
| | Technology | Intermediate |
| | Procurement and Contract Management | Foundational |
| | Project Management | Foundational |

Focus Competencies

The focus competencies for the role are the competencies in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

| NSW Public Sector Capability Framework | | |
|--|--------------|---|
| Group and Capability | Level | Behavioural Indicators |
| Personal Attributes Act with Integrity | Intermediate | <ul style="list-style-type: none"> • Represent the organisation in an honest, ethical and professional way • Support a culture of integrity and professionalism • Understand and follow legislation, rules, policies, guidelines and codes of conduct • Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct • Recognise and report misconduct, illegal or inappropriate behaviour • Report and manage apparent conflicts of interest |
| Relationships Commit to Customer Service | Intermediate | <ul style="list-style-type: none"> • Support a culture of quality customer service in the organisation • Demonstrate a thorough knowledge of the services provided and relay to customers • Identify and respond quickly to customer needs • Consider customer service requirements and develop solutions to meet needs • Resolve complex customer issues and needs • Co-operate across work areas to improve outcomes for customers |
| Results Think and Solve Problems | Intermediate | <ul style="list-style-type: none"> • Research and analyse information and make recommendations based on relevant evidence • Identify issues that may hinder completion of tasks and find appropriate solutions • Be willing to seek out input from others and share own ideas to achieve best outcomes • Identify ways to improve systems or processes which are used by the team/unit |
| Business Enablers Technology | Intermediate | <ul style="list-style-type: none"> • Apply computer applications that enable performance of more complex tasks • Apply practical skills in the use of relevant technology • Make effective use of records, information and knowledge management functions and systems • Understand and comply with information and communications security and acceptable use policies • Support the implementation of systems improvement initiatives and the introduction and roll-out of new technologies |

Corporate Obligations

| | |
|--------------------------------------|--|
| Budget | Council adopted budget for financial year. |
| Delegations | Decisions associated with this position are to be made in accordance with the Delegations of Authority approved by the General Manager. |
| Risk Management | Contribute to Council's risk management framework. |
| Integrated Management Systems | Continually review policies, procedures & processes to increase organisational effectiveness and efficiency and create a culture of innovation and continuous improvement. |
| Workplace Health and Safety | <p>Workers have overall responsibility, accountability and authority to ensure their workplace is a healthy and safe workplace for all workers and will have the following work health and safety (WHS) responsibilities:</p> <ul style="list-style-type: none"> • Participate in the implementation of WHS information within Council's Safety Management System (SMS) • Participate in consultation of WHS issues in their area of responsibility and WHS reporting, risk assessment and incident investigations • Develop the necessary knowledge and skills to effectively enable you to carry out your WHS responsibilities that are assessed through KPIs noted in your Individual Work Objectives • Wear personal protective equipment and follow safe work procedures, where relevant • Report all hazards, near misses, and incidents as soon as practical to Manager, Coordinator or Team Leader and no later than 24 hours following the event, and • Participate in incident investigations and risk assessments within 24 hours of notification. <p>INDOOR EMPLOYEE:</p> <p>To be aware of appropriate procedures in relation to safe manual handling techniques when undertaking work tasks, including:</p> <ul style="list-style-type: none"> • Lifting/moving files, storage boxes etc, • Moving equipment for set up and storage, • Moving tables and chairs for meetings or training, • Sitting and working posture when in meetings and at the workstation. |
| Code of Conduct | All staff are required to adhere to the Code of Conduct and associated policies, including, but not limited to Gifts and Benefits policy; Secondary Employment policy; Public Interest Disclosure policy; and Bullying & Harassment Prevention policy. |
| Customer Service | Provide quality customer service to external and internal customers in accordance with Council's values, policies and procedures. |
| Records Management | Comply with Council's Records Management policies, procedures and guidelines. |
| Disclosures of Interest | Disclose pecuniary interests (if a designated person in accordance with |

**Equal Employment
Opportunity**

s 441 of the Local Government Act 1993).

Comply with EEO based legislation and Council's policies, procedures and guidelines.

HUMAN RESOURCES USE

Does this position fall under the definition of child related employment?

No

Does this position require incumbent to undergo criminal reference check?

No

Does this position require incumbent to demonstrate good driving record or possess a specific licence?

Yes

Specify licence: Class C Drivers Licence

Yes

Will incumbent need to make disclosure of pecuniary interest?

Yes

Could there be a conflict of interest with secondary employment?

Yes