

Position Description (Employee)

Bush Regenerator - Gardener

Division	City Services
Business Unit	City Greening & Leisure
Grade/Band	Grade C
Date position description approved	July 2022

Council overview

At the City of Sydney our people are our most important asset and central to achieving our exciting and ambitious Sustainable Sydney 2030-2050 Continuing the Vision – developing a green, global and connected city. The City of Sydney works to build socially sustainable communities that support a more inclusive Sydney – a city that is also more connected, liveable and engaged.

From our high-quality facilities to local services and initiatives, we are dedicated to delivering the best city environment for business, work, living and recreation.

Council values

Our people are custodians of public trust and confidence. In recognising this, we are committed to building a high performing culture built on the values of collaboration, courage, integrity, innovation, quality and respect. These six core values guide everything we do at the City.

Primary purpose of the position

The purpose of this position is to deliver high quality urban bushland maintenance and regeneration to support the City's greening and urban ecology programs in accordance with Council's Bush Restoration Management Plan.

Key accountabilities

- Ensure a high standard of bush regeneration and maintenance across the City of Sydney to support the City's greening and urban ecology programs.
- Supervise, train and mentor staff, and apprentices to deliver best practice horticulture, bush regeneration and landscape services to Council and the community in line with documented service specifications.
- Coordinate staff, contractors, plant, equipment and materials to ensure the successful delivery of bush regeneration and wetland projects, ensuring resources are efficiently and effectively utilised.
- Act as a first point of contact for customers to resolve issues prior to escalating them to the Parks Operations Coordinator.
- Work within all Council Policy's and Procedures, ensuring that all staff have a safe working environment which meets all the requirements of WHS policy and legislation, taking immediate steps to investigate and rectify any risks to health, safety and staff

wellbeing.

Key challenges

- Detecting any unsafe or unhealthy conditions or behaviour and taking immediate steps to investigate and rectify any risks to health and safety and welfare arising from any activity.
- Aligning resources to meet daily objectives and identifying opportunities to improve performance when demand for services is increasing.
- The ability to communicate with and manage a wide variety of stakeholders and the community.

Key relationships

Who	Why
Internal	
Manager	<ul style="list-style-type: none">• Identify emerging issues/risks and their implications and propose solutions
Supervisor	<ul style="list-style-type: none">• Receive information on progress towards business and personal objectives and discuss future directions.
Colleagues	<ul style="list-style-type: none">• Work in conjunction with other park maintenance staff to ensure work is coordinated within timeframes and specifications and that an effective workflow is achieved
External	
Customers	<ul style="list-style-type: none">• Provide information• Manage expectations and resolve issues• Promote Council's image by being efficient and courteous to the general public.

Key dimensions

Decision making

Is aware of the decisions that need to be referred to a manager or supervisor and acts accordingly when required.

Reports to

Area Supervisor

Number of direct reports

Nil

Essential Knowledge, Skills & Experience

- Certificate in Conservation & Land Management or Certificate III in Natural Area restoration.
- Demonstrated knowledge of bush regeneration, and improvement activities.
- A current NSW recognised Drivers Licence and willing to obtain an MR Class licence.
- Certificate III in horticulture is desirable.
- Chainsaw user's accreditation desirable.

Capabilities for the position

The City's capability framework outlines the capabilities everyone needs to work well in their role. They are expressed as behaviours that show expected knowledge, skills and our values. There are capabilities for **employees** and managers which provide clarity, common language and consistency.

Capability Group	Capability Name	Level
Personal attributes	Act with Integrity and Courage	Foundational
	Demonstrate Accountability	Intermediate
	Manage Self	Foundational
	Display Resilience and Adaptability	Intermediate
Relationships	Work Collaboratively	Intermediate
	Communicate and Engage Respectfully	Foundational
	Community and Customer Focus	Foundational
	Influence and Negotiate	Foundational
Results	Deliver Quality Results	Intermediate
	Create and Innovate	Foundational
	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
Resources	Finance	Foundational
	Technology and Information	Foundational
	Assets and Tools	Intermediate
	Procurement and Contracts	Foundational

**This profile is subject to an organisation-wide review of capability profiles. The final profile may vary slightly.*

Focus capabilities

The capabilities in bold are the focus capabilities for this position. The focus capabilities are those judged to be most important at the time of recruiting to the position. That is, the ones that must be met at least at a satisfactory level for a candidate to be suitable for appointment.

Group and Capability	Level	Behavioural Indicators
Personal Attributes Demonstrates Accountability	Intermediate	<ul style="list-style-type: none"> Follows through reliably and openly takes responsibility for own actions Understands delegations and acts within authority level Is vigilant about the use of safe work practices by self and others Is alert to risks in the workplace and raises them to the appropriate level
Personal Attributes Displays Resilience and Adaptability	Intermediate	<ul style="list-style-type: none"> Adapts quickly to changed priorities and organisational settings Welcomes new ideas and ways of working

		<ul style="list-style-type: none"> • Stays calm and focused in difficult situations • Perseveres through challenges • Offers own opinion and raises challenging issues
Relationships Works Collaboratively	Intermediate	<ul style="list-style-type: none"> • Encourages an inclusive, supportive and co-operative team environment • Shares information and learning within and across teams • Works well with other teams on shared problems and initiatives • Looks out for the wellbeing of team members and other colleagues • Encourages input from people with different experiences, perspectives and beliefs • Shows sensitivity to others' workloads and challenges when asking for input and contributions
Results Deliver Quality Results	Intermediate	<ul style="list-style-type: none"> • Takes the initiative to progress own and teamwork tasks • Contributes to the allocation of responsibilities and resources to achieve team/project goals • Consistently delivers high quality work with minimal supervision • Consistently delivers key work outputs on time and on budget
Resources Assets and Tools	Intermediate	<ul style="list-style-type: none"> • Uses a variety of work tools and resources to enhance work products and expand own skill set • Ensures others understand their obligations to use and maintain work tools and equipment appropriately • Contributes to the allocation of work tools and resources to optimise team outcomes