

Yarrabah Aboriginal Shire Council – JOB APPLICATION KIT



c/- Post Office YARRABAH 4871 • 56 Sawmill Road YARRABAH •
Phone (07) 4056 9120 Fax (07) 4056 9167
ABN 30 977 526 871

JOB APPLICATION KIT

Vacancy Reference Number: 2023/0901-4

Position Title: **Early Learning Centre Manager**

Department: People & Communities

Address "Personal & Confidential" to

Contact Person: Lyn Russell

Position: Acting Director People & Communities

Contact Details: hr@yarrabah.qld.gov.au

07 4056 0728

Closing Date: **4:30pm Tuesday 10th October 2023**

INFORMATION FOR APPLICANTS

Thank you for your interest regarding the advertised vacancy with Yarrabah Aboriginal Shire Council. Please read this guide carefully, as it includes information about our recruitment and selection process, and will assist you in preparing and submitting your job application.

It is a prerequisite for this position that applicants have the demonstrated ability to work with Aboriginal and Torres Strait Islander communities and their leaders, respecting traditional culture, values and ways of doing business.

Aboriginal and Torres Strait Islander candidates are highly encouraged to apply.

About Us

At Yarrabah Aboriginal Shire Council (YASC), we are more than just an organisation – we are a community-driven entity dedicated to serving the needs of the Yarrabah Community. As a statutory body under the Local Government Act 2009, we play a pivotal role in administering and governing the area. We provide over fifty (50) services to the community through its areas of administration, finance, information technology, municipal works and associated services, housing, and providing community services such as child care, social housing tenancy management, knowledge centre, banking and postal services, among others. We take pride in our rich history, our connection with the Gunggandji and Yidinji people, and our commitment to self-governance and community progress.

To find out more about us, please visit our website at www.yarrabah.qld.gov.au

Why Work With Us

Working with YASC offers you the opportunity to be part of a meaningful journey. Here, you won't just have a job – you'll have a purpose. As part of our team, you'll collaborate with a diverse group of individuals who share a common goal: to enhance the quality of life within the Yarrabah Community. Whether you're interested in administration, community engagement, infrastructure, or other areas, your efforts will directly contribute to the betterment of our community.

At Yarrabah Aboriginal Shire Council, we believe that together, we can create a brighter future. Join us in our mission to build a thriving, empowered, and culturally rich community. Work with us and be a part of something truly meaningful.

About the Job

When we advertise a position, we have already analysed it and developed a list of its duties and the selection criteria (the description of the ideal jobholder). This is the **Job Description (JD)** and is contained in this Job Application kit.

If you decide you can undertake the role, and you want to apply, the JD will help you write your application. What we want to know is how well you and your skills and abilities match the description of the ideal jobholder. (i.e. the selection criteria)

How to Apply

To embark on this exciting journey with us, submit your application. Show us why you're a perfect fit for our team and how your skills can make a difference in the Yarrabah Community.

Preparing Your Application

The job advertisement will clearly describe what you need to apply for this position. Your application should consist of the following details, explained in the next section:

1. Completed **Job Application Cover Sheet** (note the cover sheet is including in this kit)
2. **Resume**
3. **Cover Letter**
4. Statement addressing the **Key Selection Criteria** specified in the JD if this is requested in the advertisement

Checklist – Is Your Application Complete?

Please refer to the checklist below to ensure that you have included all requested information.

- ✓ **Job Application Cover Sheet** with your name, address and vacancy reference number. To make this easy we have included the form in this kit for you to use.
- ✓ **A Cover Letter** is a one-page document that provides additional information about your top skills and relevant experiences related to the job for which you are applying.
- ✓ Your **Resume** which should give:
 - A Brief summary of your employment history - where you have worked, how long, key responsibilities and outputs.
 - Details of your education and any qualifications you have.
 - Name, position title, email address and phone number of three professional referees that can provide detailed information of responsibilities and outcome relevant to this role.
- ✓ Addressing the key **Selection Criteria** (If requested)

Submit Your Application

Your complete application MUST be received by the deadline specified on the closing date.

Please email the completed application to the contact person (preferred). If unable to submit online please post or hand deliver the application.

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| Post "Confidential Advertised Vacancy" Human Resource Officer Yarrabah Aboriginal Shire Council Department of People and Community Services C/- Post Office Yarrabah QLD 4871 | Hand Delivery Human Resource Officer Yarrabah Aboriginal Shire Council Department of People and Community Services 56 Sawmill Road Yarrabah QLD 4871 |
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Closing Date and Time

Each job vacancy will show the closing date (date and time) for applications.

If you experience any difficulties in submitting your application please contact Human Resources for assistance on (07) 4056 9120 or hr@yarrabah.qld.gov.au before the vacancy closes.

The Selection Process

Local Government has a policy that people are selected for positions on the basis of **Merit and equity**. We select the best person for the position and all applicants are treated fairly and equally.

Selection is based on the assessment of each applicant in relation to the selection criteria identified in the job description of the advertised vacancy. The Job Description is contained in this information kit.

After your application has been submitted, the selection panel will assess this along with other applications received for the position, and invite competitive applicants for further assessment. This generally involves an interview, but you may also be asked to complete other tasks, such as a written exercise. Any questions asked at interview or tasks you are asked to complete will be relevant to the requirements of the position.

Your application

The selection panel, normally 3 people, is given the responsibility for selecting the competitive applicant and the first time that they may learn about you is from your application. The selection panel will use the information in your application to decide whether or not to interview you for the job.

Special Needs

If you are contacted for further assessment, please advise us if you need any special assistance to be able to attend (e.g. Building access or communication assistance) at the time the interview appointment is made so that we can make suitable arrangements.

Preparing for an Interview

We suggest that you prepare for the interview by reading the job description again and thinking about the sorts of questions you could expect to be asked and the answers you can give to demonstrate your suitability for the job.

The Interview

The interview, by the selection panel, is a way of finding out more about you and your ability to do the job that you have applied for.

During the Interview

During the interview you will be asked questions relevant to the job only.

Mostly you will be asked three types of questions -

- Behavioural questions asking for examples of how you have handled things in the past.
- Situational questions asking how you would handle a particular situation.
- Technical questions to demonstrate current knowledge and experience.

You may be asked to actually perform some part of the job - this is a work sample test. If you are asked to attend an interview you will be given information regarding the work sampling that will form part of the interview. The work sample testing, may include tests to assess aptitudes or abilities; or to test for managerial skills or abilities. If these types of tests are used, they will be run by qualified people and will have been chosen because they assist in identifying the best person for the job.

Reference Checks

The selection panel may contact your referees after the interview takes place. It is understood that where you have provided the contact details of a referee you have provided the selection panel with permission to contact them. The selection panel will not contact other reference sources without your permission.

Reaching a Decision

All applicants for jobs in the Yarrabah Aboriginal Shire Council will be notified of the result of the selection as soon as possible after the decision of the selection panel has been made and approved.

In the decision, the following are taken into account:

- the extent to which each applicant has abilities, aptitude, skills, qualifications, knowledge, experience and personal qualities relevant to the job, and
- if relevant, the way in which each applicant carried out any previous employment or occupational duties and potential for development.

If you are successful you may be asked to provide a copy of your birth certificate, evidence of your citizenship or resident status or undergo a security check.

National Police Certificate (if required)

If a National Police Certificate (NPC) is required for appointment to a vacancy, this is specified in the JD and/or the advertisement. In such case, applicants who are competitive will be asked by the selection panel to obtain a NPC following the interview.

Confidentiality

All of the information collected about applicants for jobs in the Yarrabah Aboriginal Shire Council is treated as confidential.

All information submitted by an applicant is subject to the Right to Information Act 2009. As a result, information submitted by all applicants may be released under the Act if requested.

We appreciate your attention to the job opening at Yarrabah Aboriginal Shire Council. This information will assist you in crafting your application for the position. We wish you the best, and we extend our gratitude for considering our job opportunity and investing your time in submitting your application.

YARRABAH ABORIGINAL SHIRE COUNCIL PROFILE

Name: Yarrabah Aboriginal Shire Council

Address: 56 Sawmill Road, Yarrabah,
Qld. 4871

Postal: C/- The Yarrabah Post Office,
QLD. 4871

Email: council@yarrabah.qld.gov.au

Contact Numbers:

Phone 4056 9120 (main switch)

Fax 4056 9167

Council Members:

Mayor Cr. Ross Andrews

Deputy Mayor Cr. Lucrecia Willett

Councillor Cr. Brian Underwood

Councillor Cr. Kenneth Jackson

Councillor Cr. Hezron Murgha

Executive Team:

Chief Executive Officer (CEO) Richard Wright

Director - Corporate Services Michael Mair

Director - Building Services Preston Andrews

Director - Infrastructure Sam Bann

Acting Director - People & Communities Lyn Russell

Objectives

- 1. Shire Growth, Management, Economic Development and Promotion**
To work cooperatively with the community and other stakeholders to encourage and promote sustainable and manageable growth in the Shire.
- 2. Financial and Resource Management**
Increase the quantity and quality of resources available for Council.
- 3. Community Development, Recreation and Culture**
Provide community, cultural and social services within a safe and healthy environment which encourages community ownership, commitment, participation and investment.
- 4. Municipal Services**
Ensure that core services provided are planned and designed to an appropriate and sustainable standard and essential and routine maintenance to Council infrastructure is programmed and delivered.
- 5. Business Enterprise**
Foster business opportunities for Council to provide housing, infrastructure and related services for the community.
- 6. Transitional Impacts**
Consider contingency arrangements in the light of housing and local government reforms.

Function Areas

The Yarrabah Aboriginal Shire Council provides over fifty (50) services to the community through its areas of administration, finance, information technology, municipal works and associated services, housing, and providing community services such as child care, social housing tenancy management, knowledge centre, banking and postal services, among others.

BACKGROUND

The Yarrabah Aboriginal Shire Council (YASC) is a statutory body under the Local Government Act 2009.

COMMUNITY PROFILE

The Yarrabah Shire is an aboriginal community, which is situated on approximately 159 square kilometres of land, which runs east from False Cape around the Mission Bay area extending past Cape Grafton and Kings Point east of the Cairns inlet.

The Geographic's of Yarrabah in size is about 30 kilometres in length and 2.5 kilometres wide for most parts, but then it broadens to approximately 8 kilometres in the northern section.

Although Yarrabah is great in size, most of the area occupied is within the established township area located around the mission bay area with a population of 2,559 as per the 2016 census report. The population however is believed to be slightly more as residents tend to travel in and out of the community for extended periods for education, work and family reasons hence the reason to believe the population is greater than the report states. Members of the Yarrabah Local Disaster Management Group (LDMG) promote a population figure of closer to 4,500 permanent residents.



The area was originally occupied by 2 dominant groups the Gunggandji and Yidinji people, where they lived their day to day traditional lifestyle until it was established as an Anglican Mission in 1892. The Church appointed a tribal elder of the Gunggandji to be King for the whole church mission. King Menmuny was known to say 'this is the new way''

The first Aboriginal Council was established in the 1960's, however appointed persons principally acted as an advisory body.

Also a mark in time in the Yarrabah history is when the community received its Deed of Grant in Trust (DOGIT) land tenure in 1986 which paved the way for the community council of the day who were the trustee holders to then become self-governed under the *Community Services (Aborigines) Act 1984*. In its own right Yarrabah is now a Shire under the Local Government Act 2009.

In 2010 the original traditional owners the Gunggandji people received their determination for (as the locals know it) the *top half* of the Yarrabah boundary which was then followed by a second determination in 2013 for the *bottom half* which was a joint claim by the Gunggandji / Mundingalbay Yidinji clan groups.

The Yarrabah Council in partnership with the Traditional Owner Working Groups since these determinations have been working close together.

**Yarrabah Aboriginal Shire Council
JOB APPLICATION COVER SHEET**

VACANCY DETAILS

Vacancy Reference No:

Position Title:

Where did you hear about this position?

- Community Notice Board Newspaper Seek.com Friend/ Family
 Company Website Social Media Other, please specify()

APPLICANT DETAILS

Title (please circle): Mr/ Mrs/ Miss /Other, please specify (_____)

Given Names:

Surname:

Preferred Name if applicable:

Postal Address:

Post Code:

Work Phone:

Home Phone:

Mobile:

Email:

APPLICANTS DECLARATION

Only Australian citizens or permanent residents of Australia are eligible for permanent appointment to the Queensland Local Government Councils, therefore please indicate citizenship status by ticking the appropriate box.

- I am an Australian Citizen I am a permanent resident of Australia
 I am not an Australian Citizen or permanent resident of Australia

If a non-Australian Citizen or permanent resident of Australia: - I am prepared to produce proof of legal entitlement to work in Australia. I am prepared to allow the Department to contact the referees nominated by myself for job related reference checking purposes

Signature

Date

Do you have a medical condition that Council needs to be aware of YES NO

If your answer is YES please give details:

EQUAL EMPLOYMENT OPPORTUNITY INFORMATION – Please indicate if you are a member of any of the following EEO target groups. Your completion of the following information for statistical purposes only will assist the Department to monitor employment equity and diversity outcomes. This information will remain confidential and will not be distributed to selection panel members.

Please tick the appropriate box

- Aboriginal/ Torres Strait Islander Disability English as Second Language

EMPLOYMENT SERVICE PROVIDERS (if applicable) –Please provide us with your Employment Service Providers so we may assist you better through your employment scheme.



JOB DESCRIPTION

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|--------------------------------|---|
| JOB TITLE | Early Learning Centre Manager |
| STATUS | Full Time – Contract (3 years, performance based) |
| HOURS PER FORTNIGHT | 76 hours per fortnight |
| CONDITION OF EMPLOYMENT | Aligned to the Queensland Local Government Industry (Stream A) Award – State 2017 |
| REMUNERATION | Based on relevant experience and qualifications |
| DEPARTMENT | People and Communities |
| LOCATION | Yarrabah Early Learning Centre |
| RESPONSIBLE TO | Director – People and Communities |
| DIRECT REPORTS | All Early Learning Centre Staff |

PRIMARY OBJECTIVE

The position of the Early Learning Centre Manager is a management position within the Yarrabah Aboriginal Shire Council structure. The person will be required to communicate on a regular basis with the CEO, Director - People & Communities and other council staff. In addition, the person will be required to liaise with various Government Departments, Agencies and Funding Bodies on a regular basis.

The role will take responsibility for and promote quality child care related services and activities.

The role requires a good understanding of:

- *Child Care Act 2002*, and *Child Care Regulation 2003* and an understanding of the National Quality Framework.
- Current Child care issues relating to Aboriginal Councils and Communities.

KEY RESPONSIBILITIES

- Preparation and presentation of monthly reports to the Director – People & Communities to comply with the requirements as set down in the Government Child Care Regulations and Procedures Manual.
- Review and monitor, to ensure the integrity of:
 - Internal controls of the manual and systems.
 - Procedures - relating to Child Care matters.
 - Policies relating to Child Care accountability and procedures.
- Implement and/or make recommendations for improvements in the:
 - Internal controls - relating to Child Care and related administrative matters.
 - Procedures - relating to Child Care and related administrative matters.
 - Policies - relating to Child Care accountability and procedures.
- Establish a timetable for tasks that are to be completed on a regular basis, such as:
 - Preparation of month end reports.
 - Staff meetings.
- Liaise with internal and external stakeholders.
- Ensure assistance is extended to other Senior Staff, CEO and Council with the evaluation of child care related projects, as may be required.
- Reporting through the Director – People & Communities, ensure that the CEO and Council are kept informed on all relevant Child Care and related administrative matters.
- Liaise with Council's Funding Bodies, such as Commonwealth and State, to ensure timely compliance with their requirements.

- Ensure compliance with all relevant statutory requirements.
- Identify staff training needs and ensure access to relevant training.
- Ensure staff compliance to company Procedures and Policies.
- Liaise regularly with other Council Staff and render advice and assistance when required.
- Undertake succession planning and mentor suitable future candidates in that process.
- Undertake any other duties as directed by the Director – People & Communities.

MAINTAIN CERTIFICATION

- Retain a working knowledge of the NQF, Education & Care Services Act 2013 (QLD), Education Care Services National Law (QLD) Act 2011 and adhere to the Regulations at all times.
- Maintain an active involvement in the Accreditation process and ensure the effective integration of the QIAS principles into the daily program.
- Undertake other duties as requested.

BEHAVIOURAL & CULTURAL ASPECTS OF THE ROLE

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| Within immediate work Department: | <ul style="list-style-type: none"> • At all times demonstrate Leadership. • Operate in an efficient and effective manner and act as a good role model. • Adhere at all times to Council Code of Conduct and operations policies and procedures. |
| Within the Organisation: | <ul style="list-style-type: none"> • Actively participate as a team member. • Assist with the implementation of programs. • Ensure accurate record keeping. • Encourage good hygiene practices. |
| Within the community: | <ul style="list-style-type: none"> • Awareness that your position within the council may be subject to public scrutiny; • Act in a manner reflecting your operational status within the organisation. • Ensure your work uniforms are maintained and worn during normal duties. |
| Cultural Aspects: | <ul style="list-style-type: none"> • Promote a positive work culture (turn up on time, be helpful and perform required duties according to specification). • Maintain an appreciation, understanding and respect for Aboriginal Culture and Heritage. • Job performance is to uphold the commitment of the Council to respect and protect Cultural heritage. |

WORKPLACE HEALTH & SAFETY

Yarrabah Aboriginal Shire Council are committed to our goal of “Everyone Home Safe and Well Today” and every day. To achieve this goal, we chose to work inside the SafetyCircle© and will support employees, contractors, volunteers and visitors to make choices consistent with managing risk well in their moments of choice.

As employees of Yarrabah Aboriginal Shire Council, we choose to operate inside the SafetyCircle©. We are responsible for our health and safety and will:

- Follow standard procedures & rules
- Speak up and support others to be healthy & safe
- Control and/or report unsafe conditions
- Interrupt unsafe behaviours – our own and others
- Acknowledge & encourage safe & healthy behaviours
- Accept being interrupted when being unsafe
- Look for improvement opportunities
- Maintain a high standard of work organisation

KEY PERFORMANCE INDICATORS

- Undertake tool box talks fortnightly and pass on evidence of this to the WHSO.
- Conduct risk assessments on all tasks.
- Monitor placement numbers and ensuring registration remains at designated levels.
- Asset Manage.
- Staff monitoring and review regularly and consistently.
- Debtor management – ensure debts are effectively managed and policies are created to assist in the management.
- Regular periodic reporting to manager and government funding bodies.
- Ensure all staff are competent and trained to undertake tasks assigned.
- Comply with Government Legislation pertaining to Child Care Operations and funding requirements.
- Ensure confidentiality.

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| Workplace Health & Safety Everyone Home Safe and Well Today through Safety Circle | Be an advocate for SafetyCircle© in the Works Department |
| | Use the language - everyone managing risks well & getting everyone home, safe & well |
| | Commit to SafetyCircle© and provide input into continuously improving health, safety and wellbeing performance |

SELECTION CRITERIA

The successful candidate should currently hold the following qualifications or be completing the following qualifications:

Essential

- A tertiary qualification in Child Care.
- A suitability card or ability to acquire one from The Commission for Children and Young People and Child Guardian's. I.e. Blue Card.
- Current First Aid Certificate.
- High level oral and written communication skills with the ability to communicate effectively with Aboriginal people.
- Demonstrated ability to liaise with management and staff within the Council and various government departments and funding sources.
- Demonstrated experience in staff management.
- Demonstrated ability to meet deadlines.
- A good understanding of current issues affecting indigenous Communities.
- A good understanding of computerised fee management systems.
- Demonstrated understanding of pertinent legislation and legislative requirements.
- Demonstrated ability to operate honestly, with integrity and reliably.
- Clear Criminal History Check.
- Open Driver's Licence.

Desirable

- Considerable experience in Child Care in the public and/or private sector, preferably in Aboriginal communities.
- An understanding of relevant legislation, relating to Child Care.

Note:

Any discrepancies or anomalies must be reported to your immediate supervisor. Your performance will be assessed accordingly to this position description. Any disciplinary action undertaken will be the result of a

breach of either the items listed or against one of the following: the Council's code of conduct, operational policies, procedures and or other legislative requirements.

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| Working Hours | Monday – Thursday Friday | 7:45am - 12.00pm 8:45am - 1:00pm | 12.45pm - 4.45pm 2:00pm - 5:45pm |
| Day Care operates on one rostered day per month | | | |
| Base hours of work is 76 hours per fortnight | | | |

Created: Aug 2023

Reviewed: 1 Sep 2023

DOCUMENT CONTROLLED – People and Communities