

## 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:** 2023/0901-3

**Position Title:** **Human Resources Officer**

**Department:** People & Communities

*Address* "Personal & Confidential" to

**Contact Person:** Lyn Russell

**Position:** Acting Director People & Communities

**Contact Details:** [hr@yarrabah.qld.gov.au](mailto:hr@yarrabah.qld.gov.au)

07 4056 9120

**Closing Date:** **4:30pm Monday 9<sup>th</sup> 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](http://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.

<b>Post</b> "Confidential Advertised Vacancy" Human Resource Officer Yarrabah Aboriginal Shire Council Department of People and Community Services C/- Post Office Yarrabah QLD 4871	<b>Hand Delivery</b> 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](mailto: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

<b>JOB TITLE</b>	<b>Human Resources Officer</b>
<b>STATUS</b>	Full Time – 3 Year Contract
<b>HOURS PER FORTNIGHT</b>	72.5 hours
<b>CONDITION OF EMPLOYMENT</b>	Aligned to the Queensland Local Government Industry (Stream A) Award – State 2017
<b>REMUNERATION</b>	Based on relevant experience and qualifications
<b>DEPARTMENT</b>	People and Communities
<b>LOCATION</b>	Yarrabah Aboriginal Shire Council
<b>RESPONSIBLE TO</b>	Director- People and Communities
<b>DIRECT REPORTS</b>	Trainees and indirect reports

### PRIMARY OBJECTIVE

Develop, enhance and effectively implement human resources and industrial relations practices, which are consistent with the goals of the Council. Manage Council's Human Resources functions and operations and provide high-level advice to the Executive and Management on contemporary practices and strategies.

Maintain a high level of expertise in human resources management, industrial relations, recruitment, onboarding, performance management and staff development and training. Develop workforce and human resources strategies that advance the objectives of Council and are responsive to community needs.

Coordinate all Human Resources needs for Council including, HR systems, Recruitment and retention, Complaints, Training, Employee Assistance Program, Health and wellbeing program and Work Health and Safety. Develop, implement, monitor, and report on all Human Resources activities for the Council.

### KEY RESPONSIBILITIES

Duties and responsibilities include but are not limited to:

Manage the Human Resources operations and functions to take both a strategic and operational approach to the delivery of the following services:

- Industrial Relations support and advice;
- Recruitment and selection support and services;
- Workforce planning and human resources strategies;
- Onboarding and inductions;
- Performance management;
- Traineeship and Apprenticeship development;
- Workplace Health & Safety support and advice;
- Employee training and development support and advice;
- Organisational culture change management;

The Human Resources Officer is responsible for ensuring that appropriate systems and expertise are operational within the organisation to support the effective delivery services in a cost effective manner.

Within Yarrabah Aboriginal Shire Council, the following duties are required:

- Develop and implement Human Resources strategies and workforce planning that aligns with Council's overall objectives.
- Provide guidance and support to the Executive and Management and employees on Human Resources issues.
- Develop effective systems (including IT and information systems) and processes that enhance performance, safety and organisational culture within Council.
- Work with Executive on implementing effective HRIS and WH&S systems, simplified reporting and compliance.
- Ensure compliance with relevant Industrial Relations laws and regulations.
- Conduct workplace investigations and detailed investigation reports.
- Develop and implement performance management systems to improve employee productivity and engagement.
- Manage the recruitment and selection process, including position descriptions, inductions, appraisals and other industrial instruments ensuring Council attracts and retains an engaged workforce. Meet desired timeframes on recruitment and onboarding finalisation.
- Onboarding of all employees and contractors in relation to workplace health and safety, culture, conduct and performance. Meet desired timeframes on recruitment and onboarding finalisation.
- Develop and implement training and development programs to enhance employee skills and knowledge.
- Implement and manage Employee Assistance Programs and wellbeing programs.
- Conduct regular Human Resources audits and review Human Resources policies and procedures to ensure they are up-to-date and effective.
- Engage and liaise with external parties on Industrial Relations matters, including relevant Unions on Industrial Relations and individual matters.
- Represent Council in Industrial Relations matters and external mediation processes.
- Manage Council's Return to Work Programs for injured employees and ensure relevant legislation is adhered to.
- Manage Council's complaints process and liaise with all parties on effectively resolving matters.
- Develop grant submissions relevant to workforce development, traineeships, apprenticeships and cadetships, including reporting to external funding bodies.
- Deliver regular workplace health and safety and conduct meetings with workforce.
- Work with internal departments on adherence to industrial awards, entitlements and payroll enquiries.
- Coordinating WHS practices, guiding the business in risk minimisation, employee wellbeing and Return to Work activities.
- Mentoring and coaching staff and management.
- Develop and manage Council's organisational change strategy that enhances employee experiences, customer service experiences and enhanced efficiencies.
- Develop and review Position Descriptions and KPI's.
- Work closely with Director People and Communities on human resources matters and work on Departmental objectives and operations.
- Manage Council's Drug and Alcohol program, policies, procedures and testing services, ensuring adherence to contemporary legislation.
- In conjunction with the performance management processes, develop individual performance and development plans and maintain position descriptions.
- Ensure that all human resource functions practised are consistent with Council's policies including Equal Employment Opportunities principles.
- Provide sound and timely advice to the Executive and Management ensuring they are informed on all Human Resources and workforce matters.

- Develop effective working relationships with peers, subordinates and superiors, providing effective and timely advice to others across the organisation.
- Ensure a complaints register is kept and up-dated and a 6 monthly report is tabled to Council.
- Take on the role of ambassador for the Zero Harm program and initiate policy to decrease workplace risks.
- Undertake and maintain the training needs analysis database and develop annual training calendars.
- Liaise and coordinate training activities with external parties and promote to Council employees.
- Develop and manage human resources dashboards and reports and present to the Executive monthly.
- Work with managers and supervisors to resolve staff disciplinary issues.
- Ensure that Council is compliant with of all the relevant Regulation that it must comply with.
- Undertake succession planning and mentor suitable future candidates in that process.
- Other duties as directed by Director People and Communities.

## **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

While at work, each workplace participant must:

- take reasonable care for the health and safety of people who are at YASC’s place of work and who may be affected by the workplace participant’s acts or omissions,
- co-operate with YASC in so far as is necessary to enable compliance with any requirement under WHS laws imposed in the interests of health, safety and welfare on YASC;
- to the extent possible, maintain a safe and healthy work environment,
- be familiar with their responsibilities under this WHS Policy and comply with any obligations,
- report any emergency, accident, injury, workplace hazard or other WHS incident in accordance with the relevant incident reporting procedure,
- participate in WHS training when instructed to do so,
- not interfere with or misuse any equipment provided in the interests of health, safety and welfare,
- not obstruct the provision of aid to an injured or ill person at work and assist with such aid to the extent reasonably possible.

## **KEY PERFORMANCE INDICATORS**

Performance will be measured on or by:

- Monthly statistic reports (dashboard).
- Achievement of recruitment and onboarding timeframes.
- Implementation of effective HRIS system.
- The completion of predetermined tasks and reports.
- Human Resources and Work Health & Safety audits.

- The completion, review and up-date of policies and position descriptions.

## SELECTION CRITERIA

### Essential

- Tertiary qualification in human resources management or a similar degree or post graduate qualification.
- Demonstrated significant Human Resources leadership experience of 5 or more years in managing human resources functions and teams in a medium sized organisation.
- Proven expertise in Industrial Relations/Employee Relationship with demonstrated capabilities in negotiation positive outcomes.
- Expertise in Health and Safety legislation including risk management and management of return to work programs and initiatives.
- Ability to interpret, manage and maintain all relevant Awards and Instruments including pay, benefits and entitlements.
- Demonstrated knowledge and experience in Industrial Relations, including Workplace Health & Safety, general IR matters and employee relationships.
- Demonstrated experience and ability in developing strategies on human resource matters that align with Council’s objectives.
- Demonstrated leadership and management skills in mentoring staff and developing high functioning teams.
- Demonstrated ability to develop policies and processes that apply to relevant legislation and industry standards.
- Superior communication skills, including oral, written and negotiation skills.
- Demonstrated ability to work with Management, employees, Unions and external parties.
- Current open Queensland Driver’s License.

### Desirable

- Previous experience in Local Government or ability to quickly acquire knowledge in working in a medium sized organisation.
- Workplace Health and Safety qualifications.
- Qualifications/training in human behaviours or change management.
- Training and Assessment qualifications.

### 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.

<b>Working Hours</b>	Mon – Thu Fri	8.00am - 12.00 8.00am - 12.15	12.45pm - 4.45pm -
Base hours of work is 72.5 hour per fortnight with half day Friday			
<i>Flexible hours are available upon negotiation with Director People and Communities</i>			

*Reviewed: 23 Aug 2023*  
*DOCUMENT CONTROLLED – People and Communities*