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## Planning and Regulatory Officer – Conservation and Pest Management

### Organisational Background

The Toowoomba region is about balance – balance between work and play, between urban and rural lifestyles, between recreation and education and between affordability and investment potential. Toowoomba is the economic and commercial hub of the Darling Downs. It services a diversity of primary and secondary industries and plays a significant role in the economic development of a large area of southern and south western Queensland.

Toowoomba Regional Council (TRC) services a regional population of 159,000 with a staff of 1,600. The rapidly growing region offers a wealth of opportunities for people looking for a rewarding career based in one of South-East Queensland's most sought-after areas. It offers all the benefits of urban and country living including some of Australia's finest education facilities, highly regarded health services and a growing reputation for restaurants, coffee shops and wineries.

At TRC we understand that the continued success of our organisation depends on the quality of our people. To ensure we attract and retain the best possible employees to meet our future needs, we provide a comprehensive package of employee benefits.

### Role Purpose

The Planning and Regulatory Officer reports to the Coordinator Planning and Regulation and works to produce, monitor and implement council's conservation and pest management plans. They also carry out all regulatory requirements related to pest management, exercising their responsibilities across the whole of the Toowoomba Regional Council area.

They work cooperatively with another Planning and Regulatory Officer and selection processes will seek persons with complimentary rather than identical skill sets for the two roles. Our current vacancy will require specific knowledge in fire management.

They will be required on occasion to work together with operational, field based, staff who deliver the day to day management of council's environmental reserves and implementation of on ground pest management activities.

## Technical Requirements

### Qualifications:

Ideally successful candidates will possess a Diploma or Associate Diploma in natural resource management or a related field and have greater than 5 years experience across a broad range of planning and regulatory disciplines relevant to the management of natural areas and pest species.

### Skills and Competence

Successful candidates will possess both knowledge and practical skills in: natural area management; fire behaviour and management; pest species management; interpreting and applying legislation; and Geographical Information Systems.

They will also possess sound communication skills, both written and oral, and the ability to relate and respond to customers from a wide range of backgrounds in a professional and helpful manner.

They will have the ability to analyse data from disparate sources in order to make sound management recommendations and to organise their time efficiently in order to meet deadlines.

## Behavioural Requirements

Successful candidates will treat other employees, councillors and members of the public with trust, respect, honesty, fairness, sensitivity and dignity and with proper regard for their individual rights, entitlements, duties and obligations. They will at all times act responsibly in the performance of their public duties. They will model this behaviour to those whom they supervise.

They will accommodate and respect different opinions and perspectives, and manage disagreements by rational debate.

They will work co-operatively with fellow employees and actively and willingly take part in team activities.

## Organisational Cultural Fit

Successful candidates will be team players with a desire not only to succeed personally, but for the team to perform at its best.

Where there are short comings in our practices, procedures and facilities, both past and present, they will acknowledge them but not seek to lay blame. Instead they will be focussed on cooperatively moving forward, firstly to get the best performance out of what we have and then ultimately to strive for best practice. They will be approachable and actively seek to pass on their knowledge, encourage formal and informal learning and knowledge sharing, constructively criticise and mentor subordinates and colleagues alike – encouraging each to do the same.

## **Motivational Fit**

Successful candidates will embrace change, drawing energy from the challenge and encouraging others to perform at their best. They will be committed to continuous improvement and take pride in providing our customers with the best possible service and value for money.