



Turf Wicket Curator
(Crew Leader Sportsfields
Maintenance)

**City of Canterbury
Bankstown**

SPORTSPEOPLE
RECRUITMENT



- **Lead the delivery of high standard sportsfield maintenance across designated spaces for local sporting clubs and the community**
- **Development opportunities working within a passionate and experienced team**
- **Up to \$78,295 pa + super + overtime + weekend rates**
- **Permanent Full Time role with Fortnightly RDO and other great benefits**

About the City of Canterbury Bankstown

Canterbury Bankstown is a thriving cosmopolitan area located just 9kms southwest of the Sydney CBD with 41 diverse and unique suburbs within Council boundaries. Council has a reputation for a commitment to the diverse local community and providing quality customer service to residents with an ambition to “**create a city where our community loves their community**”.

Canterbury Bankstown's Open Spaces team proudly manages a significant number of parks, sportsfields and ovals across the City of Canterbury Bankstown benefiting grass roots sporting clubs and associations as well as hosting elite level teams at the premier facilities (including Bankstown Memorial Park Oval).

It's an exciting time to be joining the team as Council continues its investment in these open spaces, including the current multi-million-dollar upgrade to Beaman Park Sports Fields.



Turf Wicket Curator

(Crew Leader Sportsfields Maintenance)

The Sportsfields Maintenance Team takes pride in every field across the City. This key role will lead a small team of staff in the preparation and maintenance of Council's parks, sportsfields, ovals and turf wickets to ensure that sports turf and facilities are safe, well-maintained, and meet high standards.

This "hands-on" role will take ownership of a number of designated spaces ensuring they are prepared in accordance with service agreements and meet booking roster and programming requirements, typically with maintenance and renewal throughout the week and weekend delivery of the 'last mow' and line work ready for grading and handover to the sports clubs.

Reporting to an outstanding Team Leader with over 30 years' experience, you will have opportunities to develop and grow professionally, whilst also mentoring a small team.

To be considered for this role you will hold qualifications in Greenkeeping, Turf Management or similar combined with experience in maintaining turf in parks and sportsfields. Turf wicket preparation experience is highly desirable. You will be skilled in the use of a variety of horticulture and turf management tools, plant and mechanical equipment. An understanding of WHS practices when working in public open spaces is required, with the ability to undertake inspections, audits and risk assessments.

You will be a dedicated and driven individual with a reputation for taking pride in your work. Excellent people and communication skills are also critical to maintaining relationships with sportsfield key user groups. Working as part of a close knit team, as well as autonomously at times, you have the ability to prioritise your work to meet management works programs.

If you are passionate about grass and high-quality playing surfaces, this is a rewarding opportunity to create outstanding sportsfield experiences for the community within one of the most diverse cities in Australia.



Accountabilities

- Lead a small team of staff at an operational level.
- Undertake 'On the Job' Tool Box Talks prior to the commencement of daily activities.
- Undertake regular WHS inspections as required.
- Ensure parks, sportsfields, turf wickets, ovals, etc. are prepared, maintained and renovated in accordance with service agreements, rosters and programs.
- Provide recommendations for annual improvement, maintenance and renovation programs and implement as required.
- Inspect sportsfields, ovals, etc. under the position holders control, particularly following periods of excessive rainfall, and provide recommendations as to whether they should be closed or opened.
- Working of flexible work hours including weekend and public holidays work on an 'as required basis'.
- Assist the Team leader Sportsfields plan and organise day to day activities of their crew members ensuring their team is adequately resourced to undertake their duties.
- Assist the Team Leader Sportsfields to provide feedback to sports clubs, park users, etc. and resolve minor maintenance issues.
- Assist the Team Leader Sportsfields to provide on the job skills development and training to staff.
- Undertake risk and hazard assessments of all areas under the position holder's control and where necessary take corrective action.
- Identify, report and where possible rectify landscape deficiencies especially in the area of sportsfield preparation & maintenance.
- Provide assistance and advice to Council, management, staff, customers and the community when necessary.
- Requisition stores & supplies as required.
- Maintain information on the status of all projects under the position holder's control.
- Ensure all works under the position holder's control are completed within timeframes.
- Finalise completion of works requests as allocated.
- Finalise the completion of their crews timesheets.
- Ensure all jobs comply with relevant acts and standards.
- Promote and mentor a positive culture and contribute to a positive image of Council.
- Operate plant & equipment including out-front/ride-on mowers, rollers, edgers, brush cutters, chain saws and other related plant as required.
- Operate minor plant items/hand tools as required.
- Control traffic through worksites as required.
- Operate hand held electronic devices for the collection and processing of information.
- Collect litter and clean park amenities as required.
- Report equipment faults and failures.
- Attend meetings as required through performance of duties.
- Others duties as required from time to time, as directed, within the skills and competencies obtained.

Hours of Work

This is a permanent full time position 38 hours/week with a fortnightly Monday SDO (Scheduled Day Off). Given the unique nature of the sport / recreational use of the fields, the role involves working flexible hours on an 'as required basis' including weekend and public holidays, in particular during the peak sporting season. Overtime and weekend rates are offered on top of the base salary for the role.

Location

This role will be based at a designated sportsfield(s) within the City of Canterbury-Bankstown.

Travel to other sites may be required from time to time. A current drivers licence is required.

Remuneration Guide

A salary range from \$67,370 to \$78,295 per annum, plus 11.5% superannuation will be available to the successful candidates, negotiable depending upon skill level and experiences. Additional penalties will be paid for working weekends and overtime.

Other staff benefits include LGA Award annual salary increases, concession rates to access Sefton Golf Course and five Leisure & Aquatic Centres, a staff wellness program and significant access to professional training and development opportunities.



Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

Essential

- Relevant Tertiary qualifications in Greenkeeping/ Turf Management (preferred) or a similar relevant field such as Horticulture or Landscaping.
- Experience in sportsfields preparation and maintenance
- Experience in leading a small team of staff at an operational level
- Chemical Users Accreditation Certificate or equivalent
- Current Class C Drivers Licence
- Willingness to work flexible hours on an 'as required basis' including weekend and public holidays

Desirable

- Experience in preparation and maintenance of turf wickets
- First Aid Certificate
- MR Drivers Licence
- RMS Traffic Control Certificate 'Traffic Controller', or equivalent
- Chainsaw Certificate Level 1 (Basic) or equivalent
- Experience in operating out-front/ride on mowers, tractors and other turf maintenance plant & equipment
- Experience in working in a local government environment
- High level customer service skills

Candidates must be an Australian Citizen / Permanent Resident or have unlimited working rights within Australia to be considered for this position.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

CB City website: cbc.city.nsw.gov.au

Facebook: facebook.com/ourcbc

Instagram: instagram.com/ourcbc

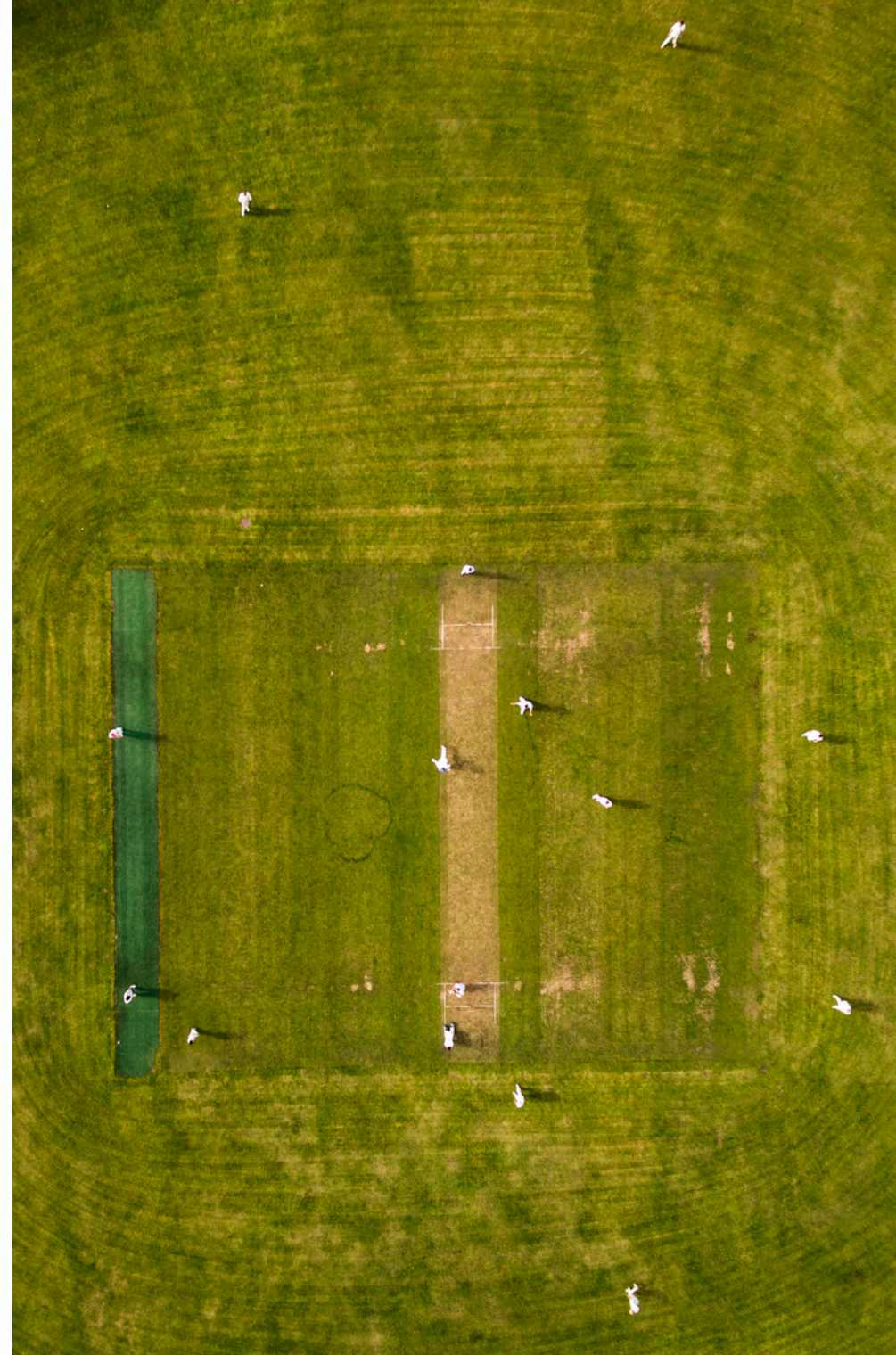
X/Twitter: twitter.com/ourcbc



Position Capabilities






Below is the full list of capabilities and the level required for this position.
The **capabilities in bold** are the focus capabilities for this position.

Capability Group	Capability Name	Level
 Personal Character	Lead Self	Adept
	Display Resilience	Intermediate
	Act with Integrity	Adept
	Safety and Accountability	Adept
 Relationships	Communicate and Engage	Intermediate
	Customer and Community Focus	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Intermediate
 Results	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	Innovate and Improve	Intermediate
	Deliver Results	Adept
 Resources	Finance	Foundational
	Assets and Tools	Intermediate
	Technology and Information	Intermediate
	Procurement and Contracts	Foundational
 People Leadership	Manage and Develop People	Foundational
	Inspire Direction and Purpose	Intermediate
	Optimise Workforce Contribution	Foundational
	Lead and Manage Change	Intermediate



Focus Capabilities

The focus capabilities for the position 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 satisfactory level for a candidate to be suitable for appointment.

Group, Capability & Level	Behavioural Indicators
 Personal Character Safety and Accountability <i>Adept</i>	<ul style="list-style-type: none">• Is prepared to make decisions within own level of authority• Takes an active role in managing issues in the team• Coaches team members to take responsibility and follow through• Implements safe work practices and manages work health and safety risks• Identifies and manages other risks in the workplace
 Relationships Work Collaboratively <i>Intermediate</i>	<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 Results <i>Adept</i>	<ul style="list-style-type: none">• Takes responsibility for the quality and timeliness of the team's work products• Ensures team understands goals and expectations• Shares the broader context for projects and tasks with the team• Identifies resource needs, including team, budget, information and tools• Allocates responsibilities and resources appropriately• Gives team members appropriate flexibility to decide how to get the job done
 Resources Assets and Tools <i>Intermediate</i>	<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
 People Leadership Optimise Workforce Contribution <i>Foundational</i>	<ul style="list-style-type: none">• Ensures business plans and priorities are in line with organisational objectives• Uses historical context to inform business plans and mitigate risks• Anticipates and assesses shifts in the environment and ensures contingency plans are in place• Ensures that program risks are managed and strategies are in place to respond to variance• Implements systems for monitoring and evaluating effective program and project management

Please apply now to avoid missing out!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.

Candidates must complete and submit the **COMPULSORY Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the "apply now" link at the advertisement via **sportspeoplerecruitment.com/jobs**

Enquiries

In the first instance general enquiries should be directed to **Angelique Everett on 0401 659 024** or **FREECALL AU 1800 634 388** or **+61 2 9555 5000** or via **admin@sportspeoplerecruitment.com**.

About Sportspeople Recruitment

The Turf Wicket Curator search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 28 years in 2024 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers. We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by the City of Canterbury Bankstown as the exclusive search partner for the Crew Leader Sportsfields Maintenance position.

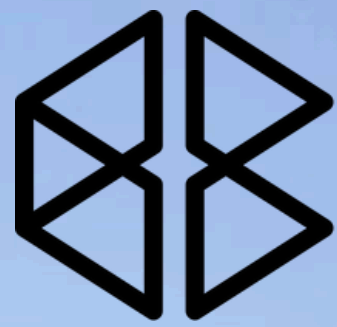
Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. [Believe in yourself](#) and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.

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CANTERBURY BANKSTOWN

