Yorke Peninsula Council

'To be a thriving peninsula, proud of our heritage, lifestyle and diverse, vibrant communities.
A great place to live, work and play.'

Horticulture Trainee

APPLICATION KIT

Applications can be submitted by:

MAIL

Zoe Martin
Team Leader HR & People Experience
Yorke Peninsula Council
Position No. 2259 Horticulture Trainee
PO Box 57
MAITLAND SA 5573

IN PERSON

Reception via:

- Maitland Office – 8 Elizabeth Street
- Minlaton Office – 18 Main Street
- Yorketown Office – 15 Edithburgh Road

EMAIL

admin@yorke.sa.gov.au

(Council will bear no liability for email applications submitted but not received)

Application Closing Date 5:00pm Friday 20th November 2026

Council is an Equal Opportunity Employer, is smoke free and committed to a safe and healthy workplace. We thrive in an environment that is welcoming, inclusive and safe, and celebrates difference. We value and embrace our diverse perspectives and brilliant experiences for our diverse community.

People who are of Aboriginal and Torres Strait Islander identity as well as people of culturally diverse backgrounds and of diverse abilities are encouraged to apply.

We are committed to making reasonable adjustments to provide a positive, barrier-free recruitment process and supportive workplace.

Andrew Cameron
CHIEF EXECUTIVE OFFICER

Horticulture Trainee

Section	Assets & Infrastructure Services
Stream	Trainee
Level	National Training Wage
The Job	This entry level role will be provided with training and experience in Councils maintenance activities in an efficient, productive and safe manner. The trainee will undertake a Certificate III in Horticulture to develop foundational skills within parks and gardens activities.
Position Number	2259
Position Hours	76 hour fortnight (some out of hours work may be required).
Position Benefits	Employees enjoy an amazing range of benefits which include: - 12% employer contributed superannuation into a fund of your choice; - generous salary packaging arrangements; - Corporate Health programme with annual health checks, skin cancer assessments and flu injections; - driver licence allowance; - income protection insurance; - flexible employment opportunities; - job security; - professional development opportunities; - emergency services leave; - family/carers and parental leave; - long service leave; - portability of leave within SA local Government; and - equal opportunity employment.
Position Status	12 month fixed-term contract.
The Person	The successful applicant must have a genuine interest in horticulture or operations as a career with a commitment to ongoing study/training and personal development.
Salary	National Training Wage – starting at $34,320 p.a. plus statutory superannuation. (In accordance with the Yorke Peninsula Council Local Government Employees Agreement No 8, 2024).
Medical	A compulsory pre-employment medical examination must be undertaken.
Location	Various Locations available
Probation Period	13 weeks
Information	Further information about the position can be obtained from Zoe Martin, Team Leader HR & People Experience on 8832 000.

Guidelines for Applicants

Thank you for your interest in working with the Yorke Peninsula Council is an equal opportunity employer and uses merit-based selection techniques. Please read these guidelines carefully as they are designed to help you understand Council's selection process and to put forward your best case for appointment.

Once you have found a vacancy that you would like to apply for, you should collect as much information about the position as you can.

Included in this information package is a copy of the position description which provides comprehensive information about the position, including duties and responsibilities. The position description also contains the essential and desirable selection criteria i.e. the knowledge, skills and experience required to do the job. It is the selection criteria that form the basis for making a merit-based selection decision.

If you require additional information about the position, you may speak to the contact person named in the advertisement.

Your application

When you apply for a position with Council, the key to gaining an interview is your written application. A good application shows why you are the best person for the position and how your knowledge, skills and experience match the selection criteria. Your application should contain:

- A completed Application for Employment form ***(essential)***
- Your resume ***(essential)***

Your resume

Prepare a resume (or curriculum vitae) which is clear, concise, up-to-date and includes:

- Personal details
- Education and training
- Employment history (name of organisation, period of employment, job title, major duties and responsibilities, main achievements)
- Skills/experience gained outside of paid work
- Contact details for two referees

The application form

Complete the 'Application for Employment Form' and enclose it with your application.

Important notes

- Please ensure that your application and attachments are securely held together and avoid sending them in folders or binding.
- Applications submitted past the closing date are not accepted unless written advice of intention to apply was received before the closing time and the formal application is received within an agreed time frame.
- Applications that are unsolicited or do not address an advertised position will not be considered and are discouraged by Council.

Interview and Selection

Reviewing Applications and Preparing a Shortlist

The first step in the selection process is to review all received applications and prepare a shortlist.

Applications are assessed against the essential and/or desirable selection criteria found in the position description. Applicants who best meet the selection criteria will be short-listed and contacted for an interview. Those who do not meet the selection criteria or who are not competitive with other applicants (due to lesser experience or qualifications) will not be short-listed for an interview and will be notified in writing as soon as practicable.

The Interview and Other Work Tests

Relevant members of council staff will conduct the interview. Interviews are conducted in a structured manner and questions based on the selection criteria.

Applicants will be asked to give examples of how they have performed in situations similar to those they will face in the job. The interview allows the selection panel to create a clear picture of the applicant's past knowledge, skills and experience as they relate to the functions and responsibilities of the job. The selection panel may use a number of methods in addition to the interview to assess the applicant's ability to perform a job. For example, applicants may also need to demonstrate competency on an item of plant or complete a problem-solving exercise.

It is a good idea to prepare for your interview. Some handy tips include:

- Think about the types of questions you might be asked at an interview and practise your answers out loud;
- Think about your strong points and major achievements;
- Think about how your knowledge, skills and experience relate to the requirements of this job

During the interview it is a good idea to:

- take your time – think about your answer;
- ask for clarification if you don't understand any of the questions;
- give relevant and complete information;
- describe what you were responsible for and what you achieved;
- talk with confidence and in a positive manner;
- give specific examples of your past work to support your answer
- avoid exaggerating

Council will endeavour to meet any special requirements you may have to enable you to attend the interview, such as building access or communication assistance. Please inform the HR Officer of any requirements at the time you are invited to attend an interview. The Yorke Peninsula Council does not reimburse interview expenses.

Reference Checks

After the interviews have taken place, Council will contact the nominated referees of the preferred applicant(s). It is important that the referees you nominate can support the information you provided in relation to your work behaviour and performance and are aware that they may be contacted.

Pre-employment medical examination

In the interest of providing a safe and healthy workplace, our recruitment and selection process includes a pre-employment medical examination. The medical will be conducted at Council's expense.

Notification

If your application is successful, you will be telephoned and offered the position. A written offer including conditions of employment will then be forwarded by mail.

After an offer of employment has been made and accepted, all other applicants will be notified of the outcome by letter. This process is normally completed within two weeks of the interviews being conducted.

Further Information

For assistance, guidance or feedback in the preparation of your application, feel free to contact Council's HR Officer, Zoe Martin in person at the Maitland office, 8 Elizabeth Street, Maitland or by phone (08) 8832 0000.

Application Checklist

Your application ***must include***:

- ☐ This completed application form;
- ☐ A copy of your full resume or curriculum vitae;

The Council

The Council covers an area of 5,899 square kilometres, has a distance of approximately 175 kilometres between its northern and southern boundaries, and being a Peninsula, has a varying width east to west averaging approximately 30 kilometres. The Council is unique in comparison to other Local Government Authorities in that it is bordered by sea on three sides and as such has 485 kilometres of coastline.

The Council's population is 11,061 (based on 2011 Census figures) which is less than 1% of the total South Australian population. Of that base population, the Yorke Peninsula region has one of the oldest age profiles of any region within Australia. The ABS Census data records the Yorke Peninsula's median age is 55 years old, compared to the Australian average of 38 years.

The area contains 12 larger towns and 33 smaller townships and holiday settlement zones, the latter being predominately located along the vast coastline. The 2016 Census of Population and Housing indicated that there were 9,722 private dwellings in the Council area

The Area

South Australia's Yorke Peninsula is an easy 2 hour drive from Adelaide. The Peninsula is a draw card for boating, fishing, diving and swimming in the calm waters surrounding most of the peninsula, in addition, the hollow beach breaks and powerful reef set ups in the southwest corner are ideal for surfers. The Peninsula also caters for bushwalks, cliff top and shoreline rambles or just leisurely relaxing by the sea.

Yorke Peninsula Council

Application for Employment

POSITION NO: _____

POSITION APPLIED FOR: _____

PERSONAL DETAILS:

Surname: _____

Ms/Mrs/Miss/Mr

Given Names: _____

Home Address: _____ Postcode: _____

Postal Address _____ Postcode: _____

Contact Numbers: Home _____ Work _____

Mobile _____ Email _____

ADDITIONAL INFORMATION

Please indicate the basis on which you are eligible to work in Australia.

- ☐ Australian Citizen
- ☐ Permanent Resident
- ☐ On a Working Visa

Have you any known condition which the Council will need to accommodate either for interview or for you to perform the duties of the position for which you have applied? Yes / No

If so, please give details _____

_____

Where did you see this position advertised? _____

DECLARATION

I declare that all the information supplied in this application and any attached documents are true and accurate, and I understand that if I provide any false information, omissions, or misrepresentations are discovered, my application may be rejected and, if I am employed, my employment may be subsequently terminated at any time.

Signature_____

Thank you for your interest in applying for this position

'Equal Opportunity in Employment and Appointment on Merit are Council Policy'

Position Title	Horticulture Trainee 2259
Classification	National Training Wage
People Leader	Leading Worker Operations
Division	Assets & Infrastructure Services
Key Relationships	Operations Team

OUR COUNCIL

Economically Prosperous Peninsula | Community Connected through Infrastructure | Valued and Restored Environment | Community Engaged and Supported | Responsible Governance and Leadership

Vision - Prosperous, diverse and uniquely spectacular – Yorke Peninsula

Mission - We will foster a climate where Yorke Peninsula can thrive as a prosperous network of multi-generational communities. We will deliver services that enhances the Peninsula's reputation as a vibrant, easily accessible coastal and food production region. We will celebrate and protect our unique and pristine environment. We will continue to support diversity of sustainable industry and lifestyles.

WE VALUE

Collaboration

We are one team, regardless of our role, location or length of service. We will get to know each other, work together, cooperate and use our collective skills to best serve the community.

Transparency

We practice consistent, open, and transparent communication and proactively capture and share knowledge with each other and across sites and departments without fear of retribution.

Integrity

We can be trusted to behave ethically and do the right thing each and every time. Integrity is doing what we say we will do, and calling out bad behaviours, even when it is uncomfortable.

Fairness

We treat each other with respect and kindness and are accountable for our own actions. Everyone has a fair opportunity to achieve equity and grow as we care for each other's health and wellbeing (like family) and our behaviours and practices support this.

Purpose

Our community is our purpose and the forefront of all that we do. We take pride in providing a safe and inclusive place to live and visit.

Introduction

This position description offers an account of the general nature of the work that the Yorke Peninsula Council (Council) requires to be undertaken, including the type and range of skills, qualifications and experiences that we believe you should possess in order to competently undertake the duties. It is not an exhaustive list of responsibilities, criteria or outcomes as your role within Council is a dynamic one. We understand that people and positions change and develop over time, so this position description is considered a 'living document'; your active involvement in the evolution of this position is important.

Position Purpose

This entry level position will be provided with training and experience in undertaking Councils maintenance activities in an efficient, productive and safe manner. The trainee will undertake a Certificate III in Horticulture to develop foundational skills within parks and gardens activities.

Key Responsibilities and Outcomes

- Learn to perform general duties associated with the maintenance and development of Parks and Gardens.
- To act as a team member and actively participate in Toolbox meetings
- To bring to the attention of the Operations Leading Worker any concerns relating to unsafe work practices or faulty machinery.
- To assist with other areas of Council as directed from time to time.

Specialist Knowledge and Skills

- Numeracy and Literacy skills.
- Ability to work productively in a team environment, and to foster good relationships with other team members.
- Be self-motivated and work efficiently as directed.
- Developing knowledge of established safe work practices and procedures relevant to the duties of the position.
- Developing knowledge of policies and regulations relating to the work undertaken.

Experience and/or Qualifications

- Maintain relevant qualifications, licences, skills and competencies relevant to the role.
- Developing knowledge of safety requirements.

Training

- Undertake training as appropriate, to develop and maintain, qualifications, licenses, skills and competencies relevant to the role.
- Attendance at conferences, seminars, workshops and other training activities as deemed appropriate, to maintain an awareness of trends and issues and keep abreast of changes in legislation which may impact on Council's administration of procedures, policies and activities relevant to the role.

Organisational Relationships

- Responsible to the Leading Worker Operations.
- Close working relationship with other members of the Operations team.

Extent of Authority

- Exercise a degree of judgement in planning own week.
- Work within established guidelines and procedures.

Accountability

- The incumbent is required to comply with Council's Behavioural Standards Policy and the behavioural standards required under the Local Government Act 1999.
- An annual performance review will be carried out by the Leading Worker Operations and written confirmation of this review and any discussion points raised will be provided to the employee.
- The incumbent is accountable to the CEO/Director and your immediate supervisor for the performance of duties.
- The incumbent is responsible for managing their leave and accrued time so that entitlements do not carry from one period to another without approval.

Performance Standards

- Confidential and sensitive information is to be handled in accordance with legislative requirements and with discretion and integrity.
- The incumbent is required to ensure that the integrity of confidential information gained during their employment is maintained permanently.
- Initiative demonstrated in problem-solving.
- Effective communication with internal and external customers.
- Accuracy of work and ability to meet deadlines.
- Prompt and effective response to telephone, e-mail, written and counter enquiries.
- Appropriate prioritisation and organisation of duties.
- The extent to which the employee is effective and efficient in carrying out duties as outlined and as directed.
- The extent to which the employee contributes and communicates in relation to effective works practices and processes.
- The manner effectiveness of the employee in working in a team environment.
- The manner in which plant and equipment under the control of the employee is operated and maintained.
- The manner in which the employee relates to other employees and the public in general.

Quality and Continuous Improvement

- Contribute to the identification, development, implementation and evaluation of improvements to departmental and organisational policies and practices.
- Demonstrate quality and continuous improvement initiatives that meet/exceed strategic and departmental goals and objectives.
- Contribute to and facilitate a continuous learning philosophy through learning, maintaining qualifications and applying new skills and competencies.

Records Management

- Employees are responsible and accountable for adequately managing the Council records they create and receive according to legislative requirements and Council policies and practices.
- Ensure corporate records are captured and stored on Council's Electronic Document and Records Management System (EDRMS) and not on personal storage devices/hardware.
- Ensure records are not damaged or destroyed unless permission has been obtained from the Records Management section in consultation with State Records.

Work Health and Safety Responsibilities

As an Employee

- Observe and comply with all WHS legislation, codes of practice, policies and supporting documentation.

- Take all reasonable steps to ensure own personal safety and that of others is not put at risk through any act or omission.
- Use safety devices and personal protective equipment correctly.
- Obey all instructions from the CEO issued to protect own personal health and safety and that of others.
- Ensure appropriate instruction and training has been received prior to performing any task.
- Report any identified hazards, incidents, near misses or injuries which arise in the course of work in accordance with Council policy.
- Take such action, within competency and responsibility, to report or make recommendation as deem necessary, to avoid, eliminate or minimise hazards.
- Keep work areas in a safe condition.
- Not to endanger personal safety or that of others by undertaking work whilst under the influence of alcohol or a drug.
- Not to interfere with, remove or displace any safety guards, safety devices or protective equipment unless it is as part of an approved maintenance or repair procedure.
- Fulfill individual requirements to meet any documented WHS objectives arising from performance and development reviews.
- Support and use appropriate consultative structures.
- Contribute to a "safety first" culture.

Risk Management Responsibilities

- To actively contribute to and comply with Council's Risk Management policies and practices.
- Ensure that all operational activities are conducted in an environment where risk is identified and assessed, and action plans are in place to remove or control and manage the risk.

Occupant: **Date Appointed:**

Occupant signature: ..... **Date:** .....

Approved by: **Manager People Culture & Safety** **No. of Sheets: 6**

Supervisor: **Leading Worker Operations**

Supervisor signature: ..... **Date:** .....

SELECTION CRITERIA

ESSENTIAL CRITERIA

1. Demonstrated genuine interest in Horticulture as a career.
2. Ability to work efficiently and effectively within a team.
3. Commitment to ongoing study/training and personal development.
4. Demonstrated ability to understand and carry out written and/or verbal instructions.
5. Proven ability to interact courteously with members of the public in a range of situations.

6. Understanding and commitment to Work Health Safety principles.
7. Current Class C Driver's License.

DESIRABLE CRITERIA

1. Developing knowledge of Local Government and the area covered by the Yorke Peninsula Council.

SPECIAL REQUIREMENTS

1. Successful applicants will be required to:
   - prove their eligibility to work in Australia; and
   - undergo a pre-placement medical assessment prior to finalisation of selection.
2. The qualifications, skills and experience outlined in this position description are ideals to which occupants will aspire.