

Position Title:	Painter
Position Number:	30023
Team:	Building Trades Services
Department:	Facilities and Leasing
Division:	Infrastructure Services
Reporting To:	Team Leader Building and Trades
Direct Reports:	Nil
Industrial Instruments:	Queensland Local Government Industry (Stream C) Award - State 2017 & Cassowary Coast Regional Council Certified Agreement 2023
Level:	BT1 – BT3

THE ROLE

The Painter, reporting to the Team Leader Building Trades, plays a key role in supporting the Building Trades team to maintain and enhance Council buildings and facilities. Responsibilities include supporting the planning for and delivering a program of painting and repainting buildings and assets in Council's ownership across the region. Activities include resource management of painting materials, surface preparation, paint application and finishing, minor maintenance, graffiti removal, general labour tasks, and ensuring tools, equipment, and worksites are properly maintained. The role also involves adhering to health and safety standards and contributing to the overall presentation and upkeep of Council assets.

KEY OUTCOMES

- Delivery of a proactive and planned painting renewal and upgrade program, through the provision of technical advice and tasks completion.
- Efficiently complete cleaning, painting, minor maintenance, and general labour tasks in alignment with Council service standards to meet community needs.
- Prioritise Workplace Health, Safety, and Wellbeing (WHSW) by adhering to safe work practices, assisting with risk identification and mitigation, and fostering a culture of safety excellence.
- Demonstrate strong attention to detail and a commitment to delivering high-quality workmanship as part of the Building Trades team.
- Provide reliable support to other trades, ensuring Council buildings and facilities are maintained to a safe, clean, and functional standard.
- Engage positively with the public and internal stakeholders to build strong working relationships.

KEY ACCOUNTABILITIES

- Support the development of, and implementation of a painting renewal and upgrade program
- Perform to a high-quality hand brushing/rolling, spray painting, cleaning, and preparation of surfaces for painting or maintenance including graffiti removal and pressure cleaning.
- Match paint samples for touch-ups and other small projects if required.
- Use technology to design and print signs as required for various locations and functions,

- Protect all nearby furnishings and building materials before and during every painting job, including carpets, cabinetry, outlet covers, lighting fixtures and landscaping
- Assist other trades with material handling, site preparation, clean-up, and general labour tasks, either supervised or independently.
- Work autonomously where required to ensure each project is completed in an efficient, timely manner.
- Safely operate hand tools, small equipment, and sign-making gear and program.
- Maintain painting materials at required stock level and ensure clean and organised work areas.
- Maintain and cleaning of property, plant and equipment to a satisfactory condition, undertake daily checks and ensure plant/equipment is regularly serviced, reporting defects or repairs promptly to ensure safety and functionality.
- Safeguard tools and equipment against loss, theft, or damage.
- Work constructively with others in a multi-skilled environment.
- Comply with all Council policies including WHS, Code of Conduct, and operational procedures, recording work activities and reporting issues or hazards as required and/or to the Team Leader Building Trades.
- Undertake training and development as required.
- Record accurately duties, job numbers and plant use on timesheets.
- Represent the Council professionally in public and report complaints or queries to the Team Leader.
- Work in various locations across the region to meet the operational needs of the team.
- Undertake additional duties or projects as directed by supervisors or management.

BEHAVIOURAL COMPETENCIES

- Practices behaviour aligned with Council's Values (Grow Our Own, Work Smarter, Be Courageous, Accountable to Our Community and Make It Better) and Code of Conduct for Council Employees in all interactions with internal and external stakeholders.
- Takes individual responsibility for Work Health Safety and Environment Protection, Equal Employment Opportunity (EEO), Anti-discrimination, Recordkeeping, Risk and Privacy obligations.
- Proactively takes initiative, seeks opportunities for continuous improvement, embraces personal development, and adapts effectively to changing priorities.
- Demonstrates punctuality, reliability, self-motivation, and the ability to work both independently and collaboratively within a team.
- Possesses strong time management and organisational skills, consistently meeting deadlines while maintaining high-quality standards.
- Works cooperatively to achieve organisational and team objectives, fostering positive relationships and effective teamwork.
- Upholds professionalism and ethical conduct, consistently demonstrating respect, integrity, and courage in all interactions.
- Exhibits attention to detail, a strong work ethic, and a commitment to delivering exceptional results.

SELECTION CRITERIA

Essential:

- Certificate III in painting and decorating or equivalent.
- Minimum three (3) years' experience post apprenticeship in the field of painting, graffiti removal and/or building maintenance.

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- Sound communication and literacy/ numeracy skills.
 - Demonstrated problem solving and communication skills necessary to follow instructions/direction and work programs and work independently or in a team.
 - Knowledge of safe work practices and WHS procedures including experience using hand tools and small equipment.
 - Working at Heights certification, or ability to obtain.
 - Ability to demonstrate behavioural competencies.
 - Current Queensland “C” class driver licence.
 - General Safety Construction Induction Card (White Card).

Desirable:

- Local Government experience and/or knowledge of building maintenance or trades and/or experience in manual labour or building/facility repair and maintenance.
- Use of technology for the administration of work tasks.
- Ability to work at heights or in small spaces, as required.
- Asbestos Awareness certification.
- Ability to read and interpret job plans or instructions, measurements, and specifications accurately.
- Ability to adapt to changing project requirements, weather conditions, and client expectations.