

Senior Irrigation Planner Candidate Briefing Document



Townsville City Council

Townsville City Council is the largest local government authority in Northern Australia. With a vision to be a globally connected community driven by lifestyle and nature, Council is leading the creation of a city for this and future generations by focusing on a transition to a circular economy that is resilient to social, financial and environmental shocks.

Servicing the community at a local level, Council is part of everyday life for the 201,433 residents. Council has an annual budget of \$868.1 million, servicing nearly 4,000Km², providing and maintaining close to \$9b worth of community assets including water and wastewater network and treatment plants, bridges, drainage, roads, waste management, community facilities, sporting venues and more. Council proudly employs more than 1,700 staff, making it one of the largest employers in Townsville.

While they are delivering for new and innovative industries, part of this vision is ensuring Townsville is a liveable city, creating placemaking opportunities that enhance the community's lifestyle. Council is investing millions in managing the city as an attractive and active place to live, invest and visit as part of its recent budgets. This follows navigating the recent complex landscape of economic and environmental challenges, and the global health crisis of COVID-19 and have delivered opportunities to host events which attracted a global spotlight and new audiences.

Northern Australia is critically important to the nation's security and sovereign supply chains with Townsville and North Queensland being critically important as an Indo pacific gateway. There is genius and innovation in North Queensland in critical areas including defence, education, research, technology, agriculture, advanced manufacturing, future industries, and health to name a few

Vision: A globally connected community driven by lifestyle and nature.

Purpose: Grow Townsville

Values: Safety, Excellence, Respect, Value, Enjoyment

Townsville City Overview

Townsville offers a dynamic lifestyle coupled with strong economic prosperity. Its tropical lifestyle complemented by capital city comforts, makes Townsville one of the most resilient, diverse and prosperous cities in Australia. With more than 300 days of sunshine, and a daily rush hour of less than 20 minutes, Townsville's lifestyle is second to none.

The city is the perfect place for everyone to live, work and play! From the reef and its tropical islands to lush rainforests, and endless natural beauty – Townsville is all about easy living with plenty of big city benefits. Townsville is home to Australia's largest garrison city, world-class events, leading education providers, cutting edge health facilities, affordable housing, and a global bustling port.

The city offers a range of diverse experiences, from the awe-inspiring Great Barrier Reef, World Heritage Wet Tropics rainforest, to the dirt and dust of the Australian outback.

The diverse economy of North Australia's largest city boasts an enviable lifestyle.



Townsville City Overview (Cont)



“Parks and open spaces help improve recreational opportunities for residents and visitors, promote child development through play and increase community inclusivity.”

Another key element of liveability is the quality of their built environment in achieving a sense of place. Council understands that Urban design and placemaking can strengthen or weaken a place’s values and assets. Placemaking is the collaborative process used to design and animate the public realm and promote social and cultural life in the urban environment.

The condition and quality of public spaces is a highly valued liveability attribute for the Townville community. It includes open spaces like parks as well as assets such as streets, street trees, landscaping and public footpaths. This typically ‘green infrastructure’ is of critical value to a city’s well-functioning infrastructure network. Trees in the urban landscape have innumerable benefits including public health, reducing heat, combating climate change, stormwater management, biodiversity and supporting enjoyable, safe and healthy communities. Good quality public spaces not only reflect a well-functioning city, but a well-cared for city that is loved by its residents.

Council’s goal is to prioritise the delivery of quality public spaces and continuously improve the condition of public spaces, with a focus on providing for and valuing the city’s green infrastructure.

With over 350 Parks and 200 Playgrounds in addition to walking tracks, beaches, waterfalls and beautiful Magnetic Island there is something for everyone to enjoy across the region.



Making Townsville Home



Townsville is home to many of community groups and organisations working to create a sense of belonging and inclusiveness in their community. A link to the Community Directory is [HERE](#) where you can find local groups, community services, sports clubs, facilities, and more.

EDUCATION

Townsville provides a comprehensive range of education services for all ages and supports life-long learning which can be closely aligned to business needs. Several institutes offer both public and private education across the region.

Details can be found [HERE](#)

MEDICAL

Interestingly, the healthcare industry is Townsville's fourth largest employer. With over 9% of the region's population working within this field, this may help to explain the world class quality care available and their related specialties. Needless to say, if you find yourself in the event where you need access to state of the art healthcare in Townsville, you're in good hands

SPORT AND RECREATION

Townsville has a range of sports and leisure facilities to suit every taste. These include pools, boating & fishing locations, venues for cricket & AFL, basketball, skateboarding, BMX, dirt tracks and more.

ENTERTAINMENT

As the entertainment capital of Northern Australia, Townsville is home to world class entertainment facility Queensland Country Bank Stadium, state of the art venues and a vibrant cultural scene to immerse oneself in captivating experiences.

Council Information



[Townsville City Council Corporate Plan 2025-2029](#)

[Budget and Operational Plan 2024-2025](#)

[Annual Report 2023-2024](#)

For further information please visit www.townsville.qld.gov.au



Senior Irrigation Planner



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| Location: | 143 Walker Street, Townsville |
| Reports to: | Principal Lead Open Space and Irrigation Planning |
| Employment Status: | Permanent Position LGO 7 |

This position will work to deliver exceptional customer service to our community, whilst continuing to innovate and create value in all work undertaken by Council. This work will be delivered through collaboration with the leadership team and in consultation with the Townsville community.

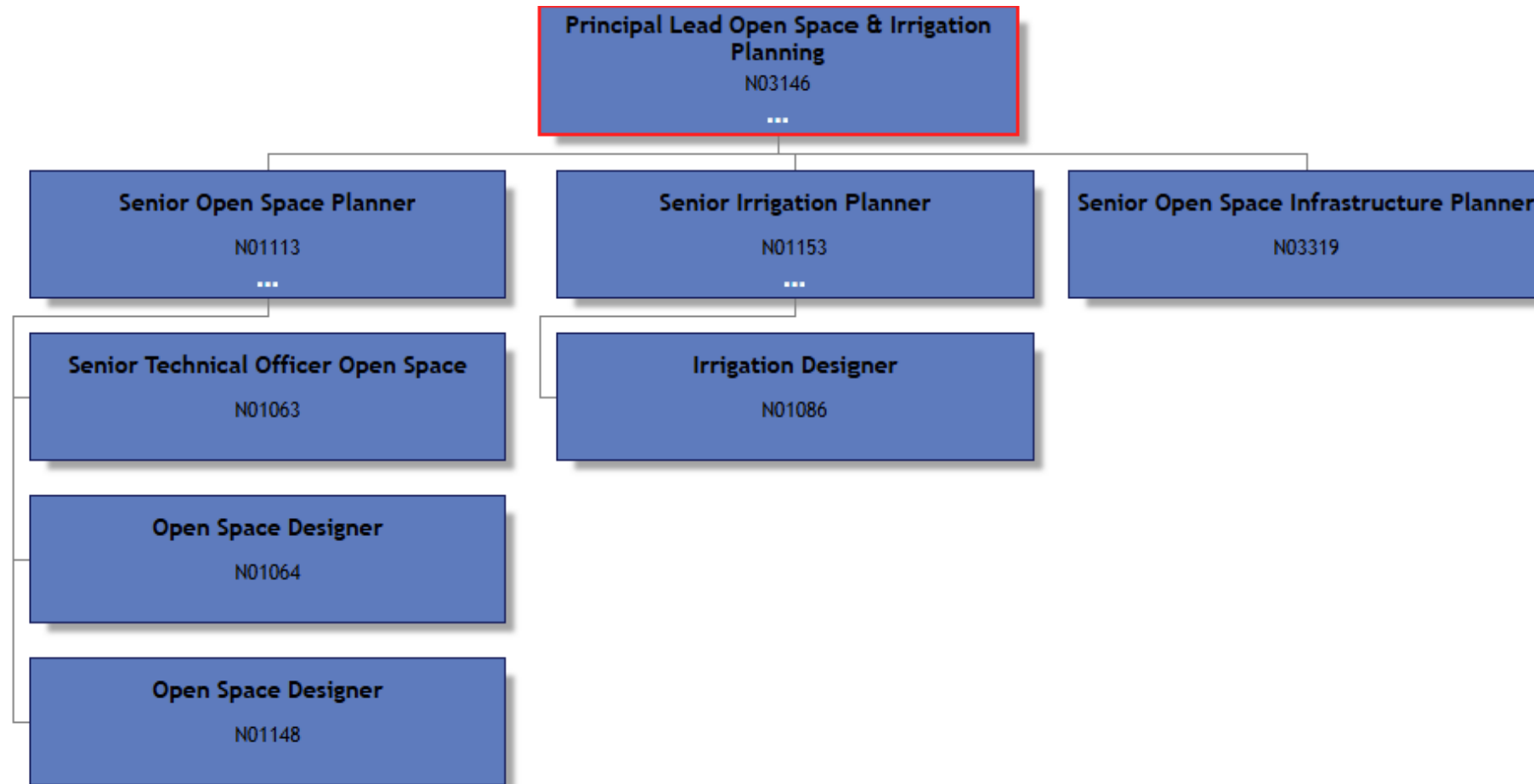
Through exemplar safety practices, personal accountability, and customer focus, this position will involve actively contributing to achieving the strategic vision for Townsville.

This position has clear expectations to role model the performance standards, values, behaviours and attitudes that are integral to our workplace culture and stakeholder reputation as an organisation of excellence. This position plays a key role in working collaboratively across Council to champion our purpose of Growing Townsville and to deliver the Corporate Plan in consultation with the Townsville Community.

Accountable to the General Manager Engineering and Asset Infrastructure Planning, this position will be focused on the needs and aspirations of the Townsville community; growing and managing customer relationships, developing a culture of customer-centricity and personal accountability; and reshaping how we deliver services to maximise value.

The Senior Irrigation Planner provides technical advice on, and coordination of, planning, and design of Council's irrigation solutions.

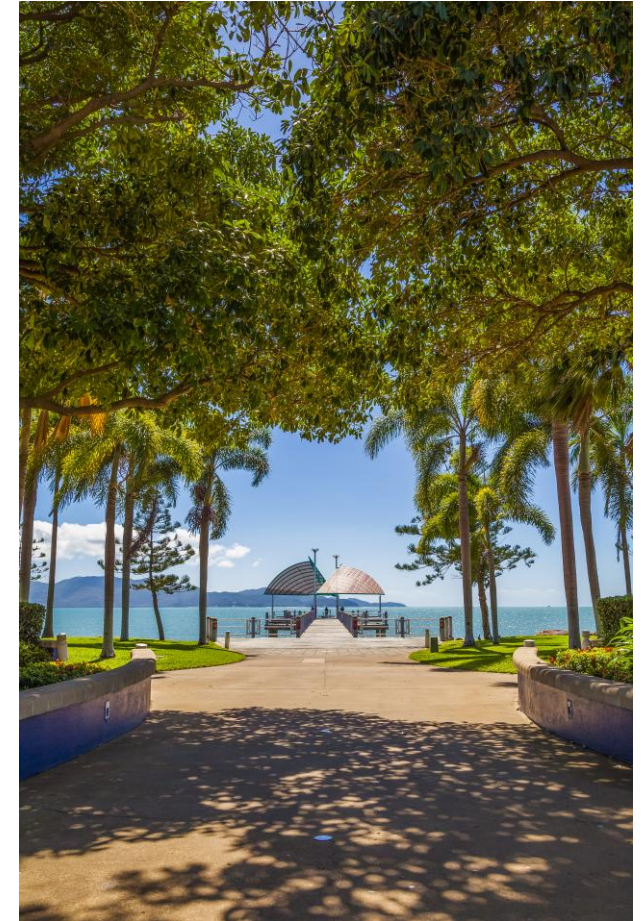
Team Structure



Key Accountabilities

Keeping the customer at the heart of all activities, this position will:

- Model positive safety behaviours and lead Workplace Health and Safety compliance of relevant policies, procedures and legislative requirements so Everyone Goes Home Safe Today.
- Deliver an outcomes-focused and value-adding culture where leaders and staff take personal accountability for delivering on Council's Corporate Plan and policies.
- Follow reasonable directions to maintain business continuity of critical business activities in the event of an unplanned disruption, including but not limited to a disaster or event.
- Manage the strategy planning, irrigation planning, design and technical advice of irrigation services capital and operational solutions for Townsville City Council whilst ensuring high degree of quality, effectiveness, cost and timeliness.
- Lead and engage relevant stakeholders and seek to establish networks with a focus on ensuring effective provision of services, quality outcomes and adherence to legislative requirements in relation to irrigation planning.
- Lead a group of subject matter experts to provide irrigation solutions in a timely manner.
- Provide professional planning advice, including the analysis and interpretation of irrigation operational situations and problems and provision of appropriate solutions to internal and external stakeholders.
- Ensure compliance with Safety, Quality and Environmental legislation to maintain continuing employee and public health and safety, ISO accreditation and a focus on Best Practice performance.
- Develop standards and practices associated with section activities to ensure best practice service delivery in planning, design and construction of irrigation services.
- Lead the development of new, upgrade, renewal and maintenance solutions for irrigation services in consultation with operations, strategy planning and financial services.



Key Requirements

- Demonstrated experience role modelling a positive safety culture and adherence to the Health Safety Management Systems through visible leadership and exercising due diligence and management of compliance and legislative obligations.
- Ideally you are a Certified Irrigation Designer (CID) or have a Certified Irrigation Manager (CIM) qualification issued by the Irrigation Association of Australia (IAA). Alternatively, you could have Trade or tertiary qualification in Engineering, Electronics or Information Technology.
- If you are an Irrigation Auditor for Landscaping (IAL) this would also be highly desirable. Council will provide the opportunity to gain any of the certificates/qualifications mentioned above if you have significant relevant experience across irrigation services.
- Extensive knowledge of network communication and diagnosis, electrical and electronic systems including SCADA Telemetry, AC, DC and Solar power circuitry and principles.
- Ability to communicate effectively through oral and written communication, and adapt to audience needs and responses, particularly proven ability to negotiate outcomes with staff, stakeholders, and external contractors/consultants.
- Demonstrated experience in leading the development of new, upgrade, renewal and maintenance solutions for irrigation services.
- 5 – 10 years demonstrated experience in leading subject matter experts to achieve the set outcomes in relation to open space planning.
- Thorough knowledge and technical competence of current legislation, statutory requirements, engineering standards and industrial codes and principles of irrigation services. Highly demonstrated experience in the preparation of integrated irrigation management plans and master plans.
- Thorough knowledge and understanding of Council policy, procedures and practices, the Environmental Protection Act, the Local Government Act, the Water Supply Act, the Professional Engineers Act, industry codes of practice and other associated legislation and codes relevant to the position and/or the ability to pick up this knowledge at speed.
- Current Queensland "C" class driver's licence.



Your Focus and the Attraction of the Role



- This Region's relationship with water has been shaped by its unique dry tropical climate and extreme weather patterns and events. Townsville is renowned as an international water innovation hub that showcases water sensitive technology, practices and design for the dry tropics.
- The Irrigation team are considered as leaders in Australia for the work they do and as the largest irrigation service provider in the Southern hemisphere and the 2nd largest globally ensures you will have ongoing opportunities for career growth and to truly make the role 'your own'.
- You will make strategic improvements across the system and take inspections and design under your wing. Essentially it is planning in its true form.
- The person recruited can come from one of the water entities, consultancies or local government however the overriding capability will be the ability to look at a problem, come up with a solution and align the projects to what is required and overcome any resistance along the way.
- One of the challenges which is not unique to Townsville however a focus nonetheless is to reduce water usage and in being smarter around the use of water. Council alone have an annual water bill of \$15M so 'doing water smarter' is a strong focus.
- You will build networks across Council and ensure making irrigation a priority is on everyone's radar.
- This is a chance to influence the industry and is therefore an industry wide opportunity. The position was vacated by someone who had done exemplary work so you will pick up where he left off and continue to take Council forward using sound IP in this important area.
- There is the opportunity for growth both personally and in growing the team. Your superior thinking and innovative ideas will be embraced and you can play a significant part in supporting the urban livability, sustainability and resilience needed for Townsville's long-term prosperity.
- A desire to live and work in a regional area and to work with pride and passion to truly make a difference will be evident in the successful candidate.
- If you are currently working outside of LG this role will ensure work/life balance and you will get to enjoy a 9 day fortnight. Importantly, you will observe first-hand the difference you can make for the community of Townsville. Working in tropical north QLD and on the doorstep of the Great Barrier Reef is something many just dream of but you can make it a reality!

Remuneration and Benefits

- A salary of between \$103,497 – \$109,840 + Super will be offered to the successful candidate
- Council will make compulsory superannuation contributions on the employee's behalf. Where the employee contributes 6% of the ordinary earnings, Council will contribute 13.5%.
- 9-day fortnight
- 5 weeks annual leave + 17.5% Leave Loading
- 15 days Personal/Carer's Leave
- 14 weeks paid Parental Leave
- Long Service Leave available pro rata after seven years
- Salary Sacrifice opportunities
- Learning and Development opportunities
- Fitness Passport program offering discounted membership to selected gym, pool, and yoga facilities
- Employee Loyalty Program offering discounts at selected local businesses
- Employee Assistance Program
- Generous Relocation Assistance will also be provided if required



Recruitment Process

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| Application Period: | Thursday 31 st July – Monday 25 th August 2025 |
| Closing date for Applications: | 10pm Monday 25 th August 2025 |
| Initial Assessment: | 26-27 th August 2025 |
| Council Interviews (first round): | From 1 st September 2025 or prior if a suitable candidate is identified |

Assessing Applications

Peak Services will review all applications and provide an initial recommendation of suitable candidates to Council.

In consultation with Peak Services, Council will determine a shortlist of suitable candidates, and interviews will be arranged with the Council panel. There will be a requirement to provide referees and possibly the need of a criminal history check based on Council's discretion.

You will also undertake a Drug and Alcohol test as part of Council's onboarding process.

Privacy Information: Peak Services is collecting your personal information in accordance with the *Information Privacy Act* for the purpose of assessing your skills and experience against the position requirements. The information that you provide in your application will only be used by employees of Peak Services. Your information will be provided to authorised Council Officers, including Human Resources, interview panels and hiring managers.



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