

Join Southern Downs Regional Council

Southern Downs
REGIONAL COUNCIL



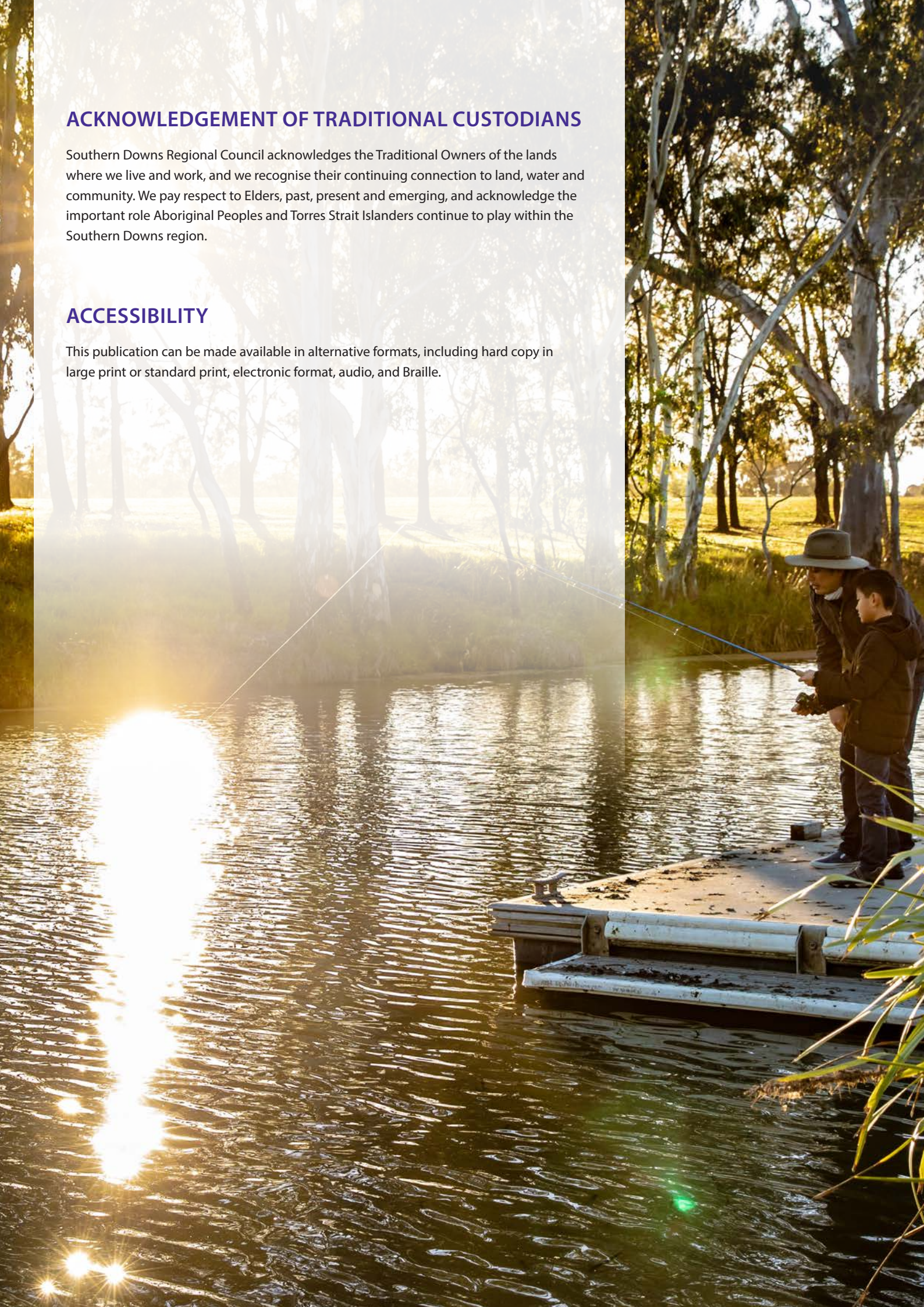
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REGIONAL COUNCIL

ACKNOWLEDGEMENT OF TRADITIONAL CUSTODIANS

Southern Downs Regional Council acknowledges the Traditional Owners of the lands where we live and work, and we recognise their continuing connection to land, water and community. We pay respect to Elders, past, present and emerging, and acknowledge the important role Aboriginal Peoples and Torres Strait Islanders continue to play within the Southern Downs region.

ACCESSIBILITY

This publication can be made available in alternative formats, including hard copy in large print or standard print, electronic format, audio, and Braille.





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ABOUT COUNCIL

A REWARDING CAREER IN LOCAL GOVERNMENT

Southern Downs Regional Council (SDRC), serves a population of over 36,000 residents. With its administrative centres located in Warwick and Stanthorpe, the SDRC oversees a diverse range of responsibilities, including infrastructure services, planning and development, waste management and community services. Employing over 400 staff members, the SDRC has an

A career at Southern Downs offers more than 300 different career pathways in the thriving local government sector.

annual operating budget of around \$100 million, allocating resources to maintain essential services and implement strategic initiatives that promote the

region's growth and prosperity.

Joining the SDRC means becoming part of a dynamic workforce dedicated to serving

the community with passion and professionalism. You'll join a large team working alongside a diverse range of professions, from engineers and

planners to community development officers and environmental health officers.

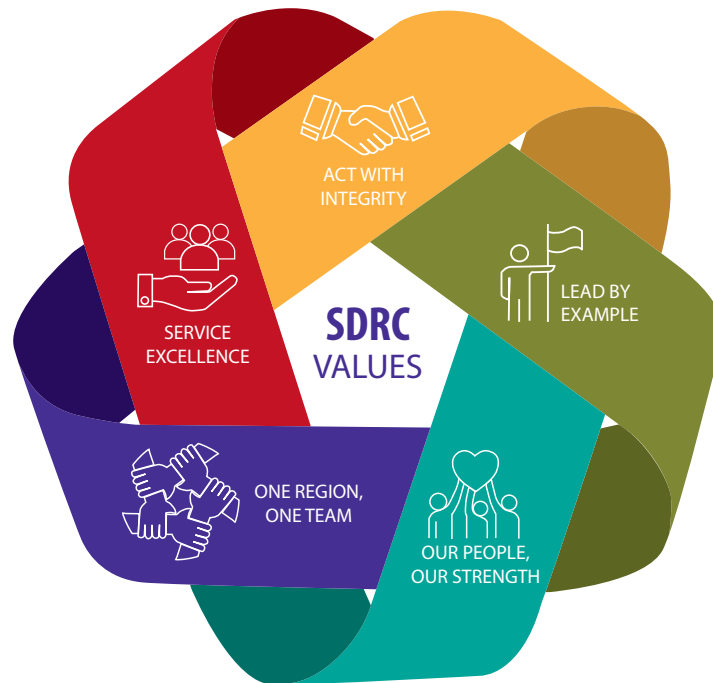
Council employees play a crucial role in shaping the future of the region, working on projects that directly impact the lives of residents, businesses and visitors. At the SDRC, our community is at the heart of everything we do. Our decision-making, actions and collaboration are guided by our unwavering commitment to **our Values and Behaviours** (page 5).

VISIT SDRC.QLD.GOV.AU TO LEARN MORE ABOUT COUNCIL



OUR VALUES & BEHAVIOURS

Our Values and Behaviours were developed in consultation with staff and provide both internal and external stakeholders with the promise that we will act with integrity, lead by example, recognise the strength of our people, operate as one region and one team and deliver service excellence.



ACT WITH INTEGRITY



We

Do the right thing, even when no-one is looking

Are honest, reliable and trustworthy

Communicate openly, clearly and consistently

Are accountable and follow through

Make informed and fair decisions

ONE REGION, ONE TEAM



We

Are better together

Generously share our knowledge and skills

Are Council and community champions

Celebrate successes as a region

Listen to, collaborate with and empower each other

LEAD BY EXAMPLE



We

Listen more than talk

Are kind, respectful and supportive in words and actions

Have a positive attitude

Are solution focused and take action

Have courageous conversations

Keep ourselves and others safe

SERVICE EXCELLENCE



We

Show empathy for customer's situation

Go the extra mile

Provide a consistent approach

Turn mistakes into learnings

Put improvement ideas into action

OUR PEOPLE, OUR STRENGTH



We

Express appreciation and gratitude, often

Touch base early and often

Give and receive constructive feedback as a gift

Seek and offer development opportunities

Recognise and reward achievements

Care about and support each other

OUR REGION

THE SOUTHERN DOWNS REGION

The Southern Downs local government area is located in the Darling Downs South West region of Southern Queensland, about 160 kilometres south-west of the Brisbane CBD and bounded by the Toowoomba Regional Council area and

the Lockyer Valley Regional Council area to the north, the Scenic Rim Regional Council to the north-east, the New South Wales border to the south-east and south, and the Goondiwindi Council in the west.

The Southern Downs is predominately rural, with numerous townships. The largest townships are Warwick and Stanthorpe, with smaller townships at Allora, Killarney, Wallangarra and Yangan. With a total land area of 7,122km² the Southern Downs region has extensive rural land that is used largely for agriculture, particularly sheep and cattle grazing. Fruit, vegetable and grain growing, forestry and viticulture are important industries.



DRIVING TIMES

Warwick to Brisbane.....	2 hours (154km)
Warwick to Gold Coast	2 hours 40 mins (210km)
Warwick to Toowoomba	1 hour (84km)
Warwick to Stanthorpe.....	44 mins (60km)

THE FOUR SEASONS REGION

Southern Downs is a region that experiences four distinct seasons and is renowned as the coldest place in Queensland. Not only is Southern Downs

home to World Heritage listed national parks, but also boasts Australia's highest wine region in Australia with its own Geographic Indicator, the Granite Belt.

The countryside is dotted with welcoming boutique wineries, cosy cabins and gourmet larders and an exciting sporting and cultural events calendar will keep you busy throughout the year.



SUMMER

- Sunflower season
- Berry and veggie harvest



AUTUMN

- Leaf chasing
- Apple and grape harvest



WINTER

- Frosty mornings
- Potential for snow



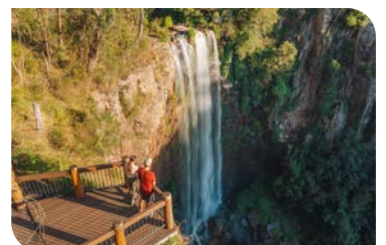
SPRING

- Blossoming fruit trees
- Wildflowers and roses

TOP THINGS TO DO IN THE SOUTHERN DOWNS AND GRANITE BELT

- ✓ Visit our national parks – Main Range (home to Queen Mary Falls and Goomburra), Girraween and Sundown National Parks.
- ✓ Enjoy wine tasting in the Granite Belt, home to over 40 cellar doors, with bus and bike tours also available.
- ✓ Experience the thrill of horsepower at Warwick's Morgan Park Raceway, one of Australia's leading motorsport venues.
- ✓ Choose from 8 different markets to attend each month.
- ✓ Head to Stanthorpe's Mount Marlay for mountain biking.
- ✓ Fish, swim or kayak at some of Queensland's best waterways including Leslie Dam, Connolly Dam, Storm King Dam and the Condamine River.
- ✓ Admire art at the Stanthorpe and Warwick Art Galleries, or head off on CBD street art trails.
- ✓ Pick your own berries and apples straight from the farm.
- ✓ Take the family to the Granite Belt Christmas Farm, Granite Belt Maze, Bestbrook Farmstay or enjoy one of our 160 parks and gardens throughout the region.
- ✓ Explore Warwick's heritage buildings including Abbey Boutique Hotel and Glengallan Homestead.
- ✓ Ride the Downs Explorer steam train, departing Warwick almost weekly.
- ✓ Head off on the Falls Drive, which takes you past the spectacular Queen Mary Falls, Browns Falls and Daggs Falls
- ✓ Shop the latest fashion at Warwick's Rose City Shoppingworld.
- ✓ Take a stroll or run by the Condamine River in Warwick or Quart Pot Creek in Stanthorpe.
- ✓ Enjoy a quintessential country pub meal, with plenty of options across the whole region.

To discover more, download the official Southern Downs & Granite Belt Visitor App in your app store.



EXCITING ANNUAL EVENTS

More events on the Visitor App or at southerndownsandgranitebelt.com.au

JANUARY

- Allora Heritage Weekend
- Stanthorpe Show
- Australia Day Celebrations



FEBRUARY

- Allora Show
- Killarney Show
- Stanthorpe Art Prize (biennial)
- Stanthorpe Apple and Grape Harvest Festival (biennial)



MARCH

- Warwick Show
- Killarney Border Ranges Trail Bike Ride
- Darling Downs Heavy Horse Day



APRIL

- Allora and District Campdraft
- Barastoc Interstate Polocrosse Series

MAY

- Allora Autumn Festival
- Warwick Polocrosse Carnival
- Warwick Pentathrun
- Grazing the Granite Belt
- Granite Belt Grunt and Grind Festival

JUNE

- Summit Estate Winter Solstice Celebration
- Warwick Picnic Races
- Untamed Border Run

JULY

- Historic Motor Racing Meet
- Australian Superbike Championships
- Snowflakes in Stanthorpe (biennial)
- Jumpers and Jazz in July



AUGUST

- Killarney Waddle, Saddle and Pedal
- Historic Leyburn Sprints
- IOR Rosebowl Polocrosse Carnival
- Warwick 1000

SEPTEMBER

- Bony Mountain Folk Festival
- Action packed racing at Morgan Park Raceway

OCTOBER

- Warwick Rodeo and Gold Cup Campdraft
- CelticFest Warwick (dates vary)
- Granite Belt Art and Craft Trail (biennial)
- Australian Small Winemakers Show
- Warwick Cup
- Warwick Rodeo Street Parade
- Stanthorpe Cup



NOVEMBER

- Granite Belt Christmas Farm Tree Harvest Season
- Stanthorpe Berry Festival

DECEMBER

- Community Christmas Celebrations
- Warwick Boxing Day Races
- Warwick New Year's Eve Rodeo



MAKE SOUTHERN DOWNS HOME

Making a tree change to the Southern Downs is about making a better life for you and your family. It means affordable living in a stunning natural setting, getting ahead financially and having more time to enjoy life. With exciting career opportunities, inexpensive housing options, impressive education facilities and plenty of inspiration for weekend exploring, now's the time to make your tree change to the Southern Downs.

COUNTRY LIFESTYLE, CITY CONVENIENCE

Our locals enjoy the benefits of a rural lifestyle with the reassurance of high quality infrastructure, medical facilities, professional services, national brands and shopping centres and public transport. There are also major cities on our doorstep, with Toowoomba and Brisbane nearby.

HEALTH AND WELLBEING

The region is serviced by large hospitals in both Warwick and Stanthorpe, with general practitioners, allied health, x-ray services and more readily available. There are over 10 gyms to choose from and plenty of walking trails to stay active. Safety and security are a feature of country living, with a low crime rate and supportive neighbourhoods where residents tend to know each other well.

A BETTER FUTURE FOR YOUR FAMILY

The Southern Downs boasts excellent education options with quality childcare and both public and private schooling options. The region is also home to a TAFE College, the Queensland College of Wine Tourism, a Griffith University health clinic and a UniSQ hub.

AFFORDABLE COUNTRY LIVING

Take advantage of the affordable cost of housing on the Southern Downs, with spacious family homes in town as well as larger rural residential blocks available. Get ahead financially with a lower cost of living while earning a competitive salary.



VISIT [MAKESOUTHERNDOWNSHOME.COM.AU](https://www.makesoutherndownshome.com.au) FOR MORE INFORMATION.

BENEFITS OF WORKING AT COUNCIL

At Southern Downs Regional Council, we know that that our people are our strength. With this in mind, we provide a wide range of benefits and a holistic approach to supporting our employees, both inside and outside of work.

CAREER OPPORTUNITIES AND UPSKILLING

SDRC has a diverse and inclusive workforce of over 400 employees. It is a place where many disciplines work together towards the same goal. By integrating a multi-disciplined workplace with collective ideas and skillsets, we provide unique opportunities for our people to develop and grow within their chosen career.

In addition, our employees enjoy:

- structured and informal opportunities for professional and personal growth and development and
- access to paid training, development and networking opportunities - including our highly regarded in-house leadership program (for existing and emerging leaders)

Financial Benefits

- Access to above Award conditions in accordance with enterprise bargaining agreements
- Generous Parental Leave provisions
- 17.5% Annual Leave loading
- Salary packaging options available, including novated lease vehicles and superannuation. Southern Downs residents may also be eligible for remote area benefits such as salary packaging of rent, mortgage and utilities, which can significantly increase tax savings and take-home pay
- Discounted corporate health plans with Medibank and Bupa
- Study assistance (in accordance with policy)
- Payment of allowances where applicable, including remote locality allowance (conditions apply)
- Overtime and time off in lieu (if applicable)
- Uniforms and tools of trade supplied (where required)

- Subsidised non-compulsory uniforms (in accordance with policy)
- Free carparking in most employment locations

Health and Wellbeing

Our health and wellbeing initiatives aim to support our employees and their families. We continuously review and enhance these offerings.

- Improved work-life balance opportunities, such as a 9-day work fortnight and consideration of other flexible work options
- Comprehensive, professional and free Employee Assistance Program for staff and their families (24/7 access, 365 days a year)
- Free services provided include counselling, financial coaching, nutritional support and legal referrals, as well as access to specialised wellbeing support for LGBTIQA+ individuals, First Nations people, and individuals experiencing domestic and family violence through dedicated helplines
- Free yearly skin checks and flu vaccinations
- Free bi-annual wellness medicals
- Generous leave provisions including Special Family Leave and Cultural Leave
- Discounted gym memberships
- Active social club
- Transition to retirement plans



OUR WORK LOCATIONS

At Southern Downs Regional Council, our employees work across the entire region, with positions based in either Warwick, Stanthorpe, Allora, or a combination of locations.

WARWICK

Council's main administration building is located in the Warwick CBD at 64 Fitzroy Street. This workplace homes the majority of our indoor staff in a modern and welcoming environment. The Warwick Library and Art Gallery are adjacent in the same precinct. Its central location means staff can easily access cafes, restaurants and the region's primary shopping centre.

Additionally, staff from our Infrastructure Services department, which consists mainly of outdoor workers, are based at the Warwick Depot on Yangan Road. The Depot is a bustling centre of activity and is located five minutes' drive from the CBD and the administration building.



STANTHORPE

Stanthorpe is also home to an administration building, located at 61 Marsh Street. The building lies in a picturesque setting opposite Weeroona Park, where the Stanthorpe Regional Art Gallery and Stanthorpe Library are situated. Staff can easily access multiple cafes, restaurants and supermarkets within a one-minute walk.

Staff from the Infrastructure Services Department operate out of the Stanthorpe Depot on Mackenzie Street. The Depot is strategically positioned to serve the needs of the local community and is only a few minutes' drive to the CBD.



OTHER LOCATIONS

In Allora, Council operates a smaller customer service hub, as well as the Allora Library. Additionally, staff work in a number of offsite locations across the region including the Council Pounds, Water and Waste Water Treatment Plants and other community facilities including pools and outside school hours care (OSHC) facilities.

OUR PEOPLE, OUR STRENGTH

MEET KYLIE MITCHELL, LOCAL LAWS OFFICER

When it comes to making a tangible impact on the Southern Downs community, few roles are as rewarding as that of Kylie Mitchell, Local Laws Officer based in Warwick.

With a passion for animals and a dedication to serving her community, Kylie's journey from administration officer to her current role is a testament to the opportunities for growth and fulfillment available at Council.

"I've always had a love for animals," Kylie shared, reflecting on her upbringing on a property in Western Queensland. "Working as a Local Laws Officer (Animal Control) allows me to combine my passion with my desire to help others."

In her role, Kylie oversees the welfare of animals in the pound, ensuring they receive the care and attention they deserve while also facilitating the reunification of lost pets with their owners.

It's a diverse role, drawing on judgement, decision making skills and specialist knowledge to enforce State and Local laws and provide advice on Council guidelines.

She also works alongside her team of 10 colleagues to assist in a variety of areas including livestock control, pest management, overgrown properties, illegal camping, abandoned vehicles and regulated parking.

Kylie's journey at Council began a little over two years ago when she joined as an administration officer. Through hard work, dedication, and the support of her colleagues, she seized opportunities for advancement and eventually transitioned into her current role as a Local Laws Officer.

"Southern Downs Regional Council has been incredibly supportive of my career development," Kylie said. "Leaders recognise and nurture talent, providing pathways for growth and

progression within the organisation."

At Council, Kylie finds fulfillment not only in her day-to-day responsibilities but also in the knowledge that her work directly contributes to the wellbeing of the community.

"You wear many hats as a Local Laws Officer. It's extremely rewarding and I feel like we are promoting and building positive community relations. There is never a dull moment and no two days are the same! Luckily I work with a great team – where we can have a laugh as well as tackle all the serious issues."

For those considering a career at Council, Kylie has some words of encouragement: "If you're passionate about making a difference and enjoy working in a supportive environment where your contributions are valued, then this council is the place for you. It's more than just a job; it's an opportunity to be part of something meaningful and impactful."

"Working as a Local Laws Officer (Animal Control) allows me to combine my passion with my desire to help others."



MEET TEMY PETER, ENGINEERING PROJECT OFFICER

Meet Temy Peter, a talented engineer at Southern Downs Regional Council, whose journey from graduate engineer to integral team member demonstrates the rewarding career opportunities available within the organisation.

Armed with a Bachelor of Engineering, Temy's role lies in ensuring the safety and functionality of the region's roads and drainage, overseeing large-scale infrastructure projects that shape the community's future.

"Joining Council almost two years ago as a graduate engineer was a pivotal step in my career," said Temy, highlighting the supportive environment that nurtured her growth.

"Here, I've been able to leverage my engineering qualifications to tackle diverse challenges and contribute to

making the Southern Downs a better place to live."

"If you're passionate about engineering and would like to learn from experienced managers, this Council is the place to be".

Based at the Warwick Depot, Temy's responsibilities extend beyond the confines of her office as she frequently conducts site visits around the region.

"One of the greatest perks of engineering roles at this Council is the breadth of projects you get to work on," Temy explained. "From conducting site inspections to collaborating with contractors, no two days are the same. It keeps things interesting and allows me to continuously learn and grow."

At Council, engineers like Temy have the opportunity to work on a wide range of projects, spanning roads, water, wastewater, parks, streetscapes and asset management.

"Whether it's upgrading roads and streetscapes across the region or implementing sustainable water management solutions, every project contributes to the prosperity of our region," Temy said.

For aspiring engineers considering a career at Council, Temy has some advice: "If you're passionate about engineering and would like to learn from experienced managers, this Council is the place to be. Here, you'll have the opportunity to work on meaningful projects, collaborate with talented colleagues, and develop your skills in a supportive and dynamic environment."



JOIN OUR TEAM

LIKE WHAT YOU SEE? THEN LET'S TALK.

At Southern Downs, we believe that diversity enriches our workplace, drives innovation, and leads to better outcomes. We welcome applications from skilled and qualified people of all backgrounds, ethnicities, genders and abilities, who have working rights in Australia.

Current employment opportunities can be found on the careers page of our website at sdrcl.qld.gov.au/council/careers-at-council

HOW TO APPLY

We have a diverse range of roles on offer at Council. Our recruitment process is tailored to each role and designed to provide applicants the opportunity to highlight their relevant skills and experience.

To apply for an advertised role, prepare your application and lodge it with us by the due date. Application requirements and information on how to lodge your application will be provided in the advertisement. Online applications are encouraged.

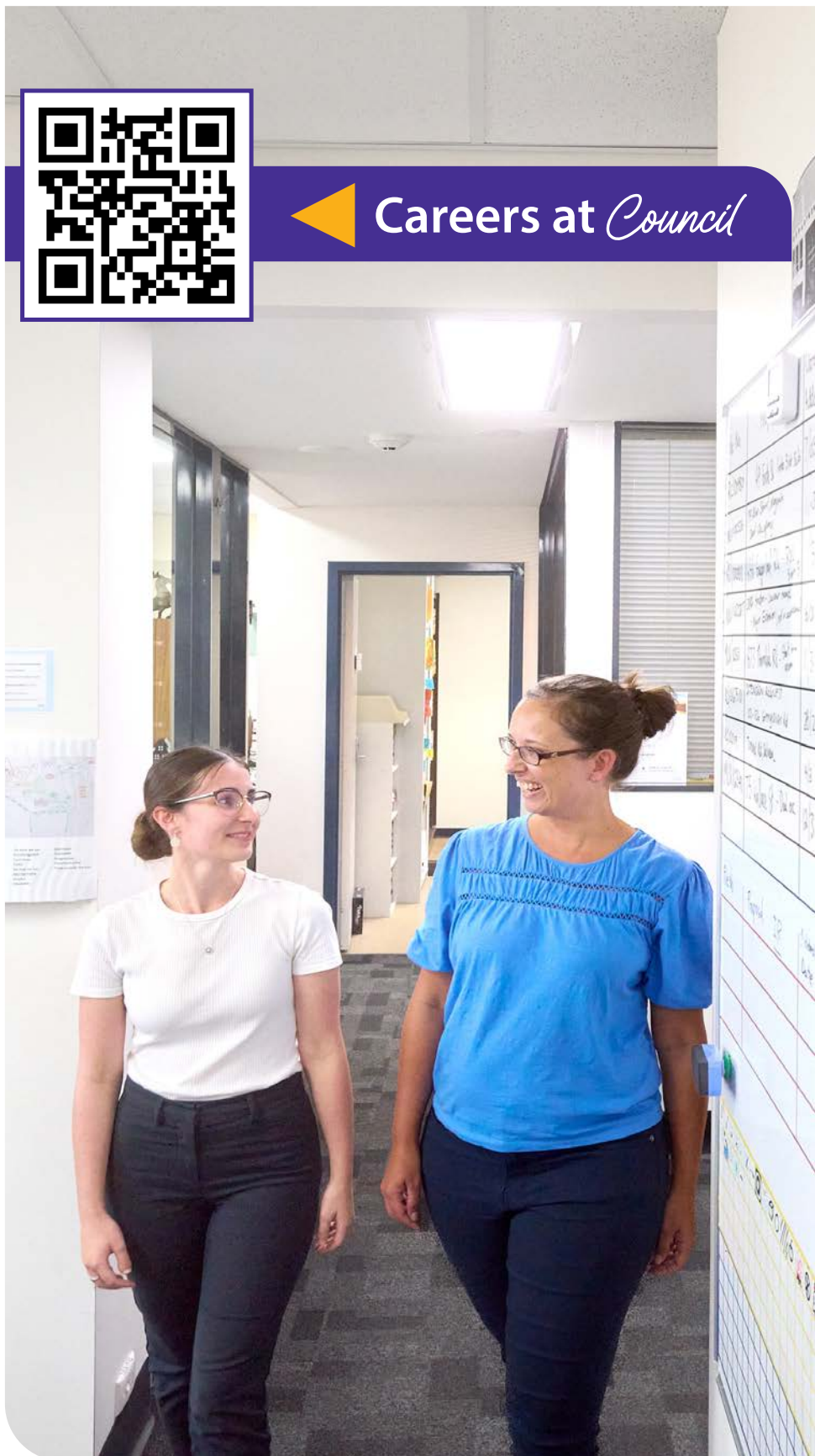
If we think you may be a great fit for the role, we will be in touch to outline the next steps. Our recruitment process includes a formal interview and may also include practical or other assessments to help us determine your suitability for the role.

Preferred candidates will be asked to undergo reference and pre-employment checks. See our website for further details.

If your application is unsuccessful, you will be advised by email at the completion of the recruitment process.



Careers at *Council*



FOLLOW US FOR MORE

To learn more about working at Southern Downs Regional Council, head to our social media channels to see some of the positive projects our staff work on every day!



GET SOCIAL WITH US

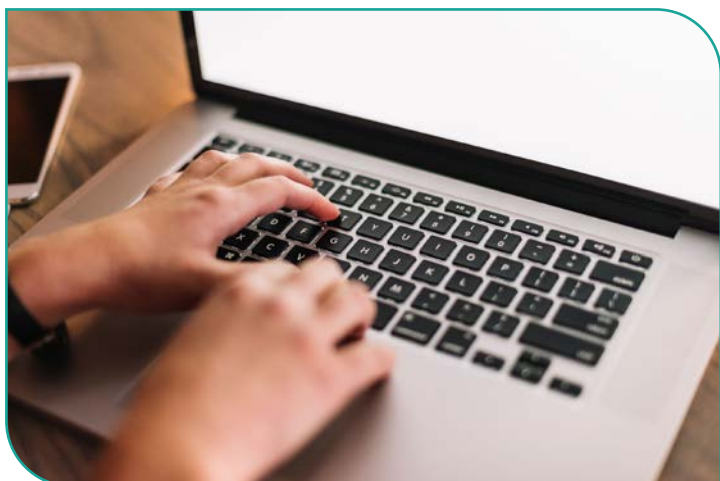
Follow @Southern Downs Regional Council on social media to stay up to date with our latest vacancies.

Southern Downs online



PROUD TO BE YOUR COUNCIL

Meet some of our local government heroes who proudly work to better their communities every day.



SUBSCRIBE TO OUR ENEWS

Council's fortnightly eNewsletter gives you all the latest news from across the Southern Downs, including Council events, road updates and job vacancies.

Visit: sdrc.qld.gov.au/signup



Southern Downs
REGIONAL COUNCIL

Southern Downs

A great place to live, work, play and stay.

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