

# MURWEH SHIRE COUNCIL

## Vacant Position

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## CASUAL TOUR GUIDES

Are you able to deliver exceptional customer service and engaging tour experiences for visitors and colleagues, while positively promoting the attractions and services of the Murweh Shire? This diverse role offers variety, with work across all our facilities operating seven days a week—no two days will be the same. The successful candidate must be flexible and willing to work broken shifts and night shifts.

*Must have the skills to effectively conduct and lead guided tours.*

### THE ROLE:

- Assist in the daily operation, presentation and production of activities at Councils' Tourism Facilities.
- Guide various tours provided by the Councils' Tourism Facilities as requested
- Provision of professional, friendly assistance to our Shires' visitors and locals to ensure they get the most out of their visit.
- Ensure all areas including those externally are presented in a clean and tidy manner on a regular basis.
- Ensure cash handling and balancing is efficient and carried out in accordance with procedures.
- Maintain a harmonious working relationship, effective communication, consultation and community awareness of tourism activities and initiatives with the local community, businesses and tourism bodies.

### WHAT WE OFFER:

- Uniforms supplied
- Above award wage
- Training and Professional Development is provided.
- Great Work/Life Balance
- Advance your career by being part of a growing tourism precinct.

### To apply for this position:

- Review the Position Description available at [www.murweh.qld.gov.au/council/employment](http://www.murweh.qld.gov.au/council/employment)
- Provide a covering letter detailing how you meet the requirements of the position.
- Email your response, Position Application form and Resume to [recruitment@murweh.qld.gov.au](mailto:recruitment@murweh.qld.gov.au)
- For more information about this position contact Robyn Richen on 0411 944 050.

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Murweh Shire Council  
P.O Box 63  
96-101 Alfred Street  
Charleville Q 4470

☎ 07 4656 8355  
✉ [recruitment@murweh.qld.gov.au](mailto:recruitment@murweh.qld.gov.au)  
🌐 [www.murweh.qld.gov.au](http://www.murweh.qld.gov.au)  
 FACEBOOK [www.facebook.com/MurwehShire](http://www.facebook.com/MurwehShire)



**SHIRE OF MURWEH**  
NORVEN - CHARLEVILLE - AUGATHELLA

Position Details	
Position Title:	<i>Tourism Casual</i>
Department:	<i>Tourism</i>
Location:	Murweh Shire
Employment Basis	<i>Casual</i>
Certified Agreement and Level:	Queensland Local Government Industry Award ( <i>Stream B</i> ) 2017 <i>Murweh Shire Council Certified Agreement 2022</i>
Level:	<i>TBA</i>
Reporting to:	<i>Supervisor</i> or as directed
Supervisors:	<i>Nil</i>
The Murweh Shire	
Located in southwest Queensland, the Murweh Shire covers an area of 43,905km <sup>2</sup> with over 5000 people residing across the Shire primarily in the towns of Charleville, Augathella, Morven and Cooladdi. Our employees work across all towns in our Shire and our main administration office is located in Charleville. The town acts as a major commercial and tourism hub for the Shire forming part of a thriving region, with excellent schools, shopping and facilities that support the main industries of grazing, agriculture and tourism.	
<p><b>Our Mission:</b>  <i>To promote a vibrant, inclusive, local government area through sustainable, responsive leadership.</i></p>	
<p><b>Our Values:</b>  <i>Underpinning our employee culture and behaviours:</i></p>	
<p><b>Compassion</b> We have compassion for all  <b>Vision</b> We look forward to set the path  <b>Trust</b> We are trusted  <b>Pride</b> We take pride in what we do and the way we do it  <b>Integrity</b> We have transparency about the decisions we make  <b>= SUSTAINABILITY</b></p>	
 <p>A circular diagram representing the Shire of Murweh's values. The circle is divided into six segments, each containing a value and a small icon. The segments are: <b>COMPASSION</b> (orange, top-left), <b>VISION</b> (brown, top-right), <b>PRIDE</b> (green, bottom-right), <b>TRUST</b> (red, bottom-left), <b>INTEGRITY</b> (blue, middle-left), and <b>SUSTAINABILITY</b> (grey, middle-right). The word "VALUES" is written in the center of the circle.</p>	





## Council's Expectations

### General

- Performance may be reviewed annually against the responsibilities, accountabilities and behaviours defined in this role description.
- Consistently complete allocated tasks to a high standard and within agreed timeframes
- Undertake other tasks up to and including your ability, training and level.
- Maintain a professional image of Council as being efficient, courteous and customer focused.
- Undertake training as directed.
- Prompt response to service requests; be diligent in the delivery of assigned duties.

### Organisational

- Completion of Timesheet, Logbooks and Pre-starts as required.
- Contribute positively and participate in team meetings as required.
- Completion of relevant position administration e.g. Guardian System
- Keep your supervisor informed of your activities and any factors that could impact on the public & Council operations.
- Personal planning to meet deadlines and notify Council staff promptly to avoid problems in their planning.
- Always ensure the security and appropriate intended use of Council information.
- Comply with the requirements of Council policies and procedures as amended from time to time.

### Continuous Improvement & Quality Management

- Be a team player and assist proactively within the position's capacity.
- Be willing to accept responsibility for own actions and decisions, and to be held accountable for them.

### Performance Measurement Criteria (guide only)

- *No internal complaints received*
- *Minimal customer complaints received*
- *All tasks completed within agreed timeframes*
- *Timesheet, Logbooks and Pre-starts are completed on time*
- *100% Completion of all required training*
- *100% of required Health and Safety documentation is completed and hazards & incidents reported in a timely manner*
- *All tasks are planned and completed to a high standard with minimal errors*
- *Demonstrated participation in requested tasks and involvement in team activities*

### Organisational Responsibilities

All employees are bound by the *Queensland Local Government Act 2009* to act with integrity, and in a way that shows proper concern for the public interest. All employees are responsible for acting in accordance with the Murweh Shire Council Code of Conduct and other relevant policies, procedures and protocols as may be applicable to the role. Policies are accessible to employees on the Council's website under "Council Policies".





## Position Description

HRF-002A V2

As a representative of Council, demonstrated professionalism and a commitment to a high level of service and continuous improvement in the best interest of Council and the Community are essential.

### *Workplace Health & Safety*

All workers have a duty to familiarise themselves with and comply with statutory and Murweh Shire Council Work Health and Safety requirements, including but not limited to, our Safety Management System, protocols, Policies, Procedures and work instructions. In fulfilling this duty, workers are to:

- Take reasonable care for their own health and safety.
- Take reasonable care that your acts or omissions do not adversely affect the health and safety of others.
- Comply with the Work Health and Safety Act, Regulations, Codes of Practice and Council's Work Health and Safety Policies and Procedures.
- Comply with instructions given by the relevant manager and/or supervisor in respect of the health and safety of themselves and the health and safety of others.
- Comply with the requirements of Council policies and procedures as amended from time to time.
- Participate in the consultation and communication processes as prescribed in the *Consultation, Cooperation and Coordination Code of Practice 2021*.

### Position Overview

This exciting position has the role of promoting to deliver a high level of customer service and tour guiding to visitors and fellow staff members while consistently promoting interests of the Cosmos Centre & Planetarium, WWII Secret Base, Visitor Information Centre, and The Bilby Experience and Murweh Shire at all times.

Achieve harmonious co-operation between personnel working with you and with other sections.

### Key Responsibilities

All duties are to be conducted in an efficient, timely, professional and safe manner. The key responsibilities include, but are not limited to:

- Guide various tours provided by the Councils' Tourism Facilities as requested.
- Assist in the daily operation, presentation and production of activities occurring at the Councils' Tourism Facilities.
- Be prepared to undergo training in various tourism centres and to work wherever needed.
- Provision of professional, friendly assistance to our Shires' visitors and locals to ensure they get the most out of their stay.
- Ensure all areas including those externally are presented in a clean and tidy manner on a regular basis, complete cleaning where required.
- Ensure cash handling and balancing is efficient and carried out in accordance with procedures.
- Assist in maintaining a harmonious working relationship, effective communication, consultation and community awareness of tourism activities and initiatives with the local business community, community groups, Tourism Queensland and the Outback Queensland Tourism Association.
- All work is to be carried out in accordance with the Quality Assurance System
- Adhere to Murweh Shire Council policies and procedures.
- Commitment to Work Health and Safety, Council's Code of Conduct and demonstrating appropriate behaviour for a public sector employee.





## Position Description

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- Ensure that timesheets are being correctly completed daily.
- Any other duties as directed that is not explicitly listed in this job description.

### Physical Requirements

#### Physical Demand Category

Sedentary Work  
 Maybe required Light Duty – Frequent lifting/carrying of objects weighing up to 5kgs.  
 Maybe required Medium Work – Frequent lifting/carrying of objects weighing up to 10kgs.  
 Maybe required Heavy Work – Frequent lifting/carrying of objects weighing up to 16kgs.

#### Audio – Visual Demands

Depth Perception  Colour Discrimination  Peripheral Vision  Hearing

#### Specific Actions Required

##### This job may include

Standing/walking	Sitting	Driving	Work Environment	Attribute	Yes	No
<input type="checkbox"/>	None	<input type="checkbox"/>	None	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Occasional	<input type="checkbox"/>	Occasional	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	1-4 hours	<input type="checkbox"/>	1-4 hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	4-6 hours	<input checked="" type="checkbox"/>	4-6 hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	6-8 hours	<input type="checkbox"/>	6-8 hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
				Cold	<input checked="" type="checkbox"/>	<input type="checkbox"/>
				Dampness	<input checked="" type="checkbox"/>	<input type="checkbox"/>
				Heat/Humidity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
				Heights	<input checked="" type="checkbox"/>	<input type="checkbox"/>
				Noise	<input checked="" type="checkbox"/>	<input type="checkbox"/>
				Fumes/Gases	<input checked="" type="checkbox"/>	<input type="checkbox"/>

#### Repetitive Motions

Simple Grasping  Fine Manipulation  Pushing & Pulling  Finger Dexterity  Foot Movement

#### This Job Will Require

Manoeuvre	<input type="checkbox"/>	Frequent	<input type="checkbox"/>	Occasional	<input type="checkbox"/>	None
Bending	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Squatting	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Climbing	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Twisting	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Reaching	<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	





## Position Description

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### Skills, Experience and Qualifications

#### Essential:

- Must have the skills to effectively conduct and lead guided tours.
- current 'C' Class Driver's licence
- Ability to provide high level customer service
- Ability to multi-task
- Possess good communication skills and the ability to engage customers
- Possess self-motivation and be an enthusiastic team player
- Knowledge of or the ability to acquire knowledge of tourism operations
- Required to work broken/split shifts, night work.
- Tourist attraction operating 7 days a week.

### Eligibility and Other Requirements

To be eligible for this position, the incumbent must be:

- legally entitled to work in Australia, including obtaining and retaining any necessary visas or residency status where applicable;  
Note: If you have a visa permitting you to work temporarily in Australia, you may be appointed to a temporary or casual position, provided the work complies with the conditions of your visa.
- medically fit and physically capable to meet the health requirements of the position and be prepared, to complete a Medical Assessment in accordance with the "Fitness for Duty Policy";
- prepared, if required, to provide a positive Criminal History Check;
- willing to obtain a 'Suitability Card' to enable the incumbent to work with or supervise people less than eighteen (18) years of age if required;
- prepared to work flexible hours to meet the requirements of the position;
- in agreement with all other terms and conditions specified within the Contract of Employment;
- approved for employment by Human Resources following satisfactory qualification, reference and any other pre-employment checks as required for this position (applicable to new starters only).





## Position Description

HRF-002A V2

### Acknowledgment of Position Description

- I have received a copy of the relevant position description.
- I have read this position description, and I understand the duties, responsibilities and expectations.
- I understand that the position description outlines the general nature, function, and level of work being performed, rather than an exhaustive list of all duties, responsibilities, and skills needed for the role.
- I understand my duties may change on a temporary or regular basis according to the needs of the Council without it being specifically included in the position description.
- Before signing, I have discussed any relevant questions I have about the position. The listed skills and experience represent the minimum requirements for the position.
- I understand that I must possess the ability and/or aptitudes to perform each duty proficiently.

Employee Signature:

Date:

Employee Name:

Tourism Manager Signature:

Date:

Tourism Manager Name:





# Murweh Shire Council

## POSITION APPLICATION FORM

PO Box 63 CHARLEVILLE QLD 4470; Phone: 07 4656 8355; Email: [recruitment@murweh.qld.gov.au](mailto:recruitment@murweh.qld.gov.au)  
Website: [www.murweh.qld.gov.au](http://www.murweh.qld.gov.au)

VACANCY DETAILS			
Job Ref ID: VP.	Position Title:	Closing Date:	
PERSONAL DETAILS			
Title: <input type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Miss	First Name:	Last Name:	
Residential Address:		Postal Address:	
Mobile:	Daytime Contact No:	Email:	
Driver's License/Class:			
Tickets/Qualifications:			
White Card: Yes <input type="checkbox"/> No <input type="checkbox"/>			
Are you an Australian Citizen or permanent resident of Australia? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Have you previously worked for Murweh Shire Council? Yes <input type="checkbox"/> No <input type="checkbox"/> If yes please include details in your resume/CV			
REFEREE DETAILS (NOT TO BE FAMILY OR FRIENDS) Can you confirm your referees are current and are happy for Us (Council) to contact them? <b>PLEASE MAKE SURE PHONE NUMBERS ARE CURRENT</b>			
Referee 1	Name:	Referee 2	Name:
	Phone:		Phone:
	Relationship:		Relationship:
HOW DID YOU FIND OUT ABOUT THIS POSITION? Please tick			
<input type="checkbox"/> South West Newspaper <input type="checkbox"/> Friend/Family Member	<input type="checkbox"/> Council Website <input type="checkbox"/> Other _____	<input type="checkbox"/> Council Facebook	

## DECLARATIONS

The following declarations are NOT a barrier to being considered for employment but will assist us to take due care in assessing appropriate placement should you be the successful applicant.

### Health

To the best of your knowledge, do you have any medical conditions that will preclude you from undertaking the duties of the position you have applied for?

No  Yes

If 'Yes' please provide details:

### Workers' Compensation Claim

Have you ever made a workers' compensation claim?

No  Yes

If 'Yes' please provide claim details (eg. Year of injury, company worked for, period of time off work)

Are any claims still current?

No  Yes  Not applicable

If 'Yes' please provide claim details

### Criminal Convictions

Have you ever been convicted of any offence in any court, or are you currently the subject of any charges pending or the subject of an investigation before a tribunal? (you do not need to give details of any conviction which you have had declared spent under the Spent Convictions Act 1988)

No  Yes

If 'Yes' please provide details:

### Applicant Declaration

I hereby declare that the information contained in this document is true and correct.

Applicant Signature: ..... Date: ...../...../.....

### CHECKLIST

Please ensure you have completed and included the following prior to submitting your application:

Completed Job Application Form  Listed 2 recent referees  Enclosed a Resume  
 Enclosed a detailed cover letter outlining how your skills, qualifications and experience meet the key requirements of the position

### OFFICE USE ONLY – APPLICATION RECEIPT

X