

Position description

Title:	Senior Turf and Grounds Person	Position Number	5220
Classification:	Level 2		
Hub:	Community	Program Area:	Operations
Reports to:	Supervisor Irrigation & Turf		
Direct Reports:	Nil		

Our vision and mission

Darwin 2030 – City for People. City of Colour.

We will work with the community and partners, provide leadership and deliver services that create opportunities to enhance the economic, cultural and environmental sustainability of Darwin.

Our strategic directions

- A capital city with best practice and sustainable infrastructure
- A safe, livable and healthy city
- A cool, clean and green city
- A smart and prosperous city
- A vibrant and creative city

Organisation operating model

City of Darwin's organisational operating model is an agile high -performance operating model based on supporting collaboration, improving speed of delivery of strategic outcomes, and growing innovation. The model consists of four operating hubs, the Office of the Lord Mayor and CEO, Community, Corporate and Innovation, and incorporates:

- an agile organisational structure,
- high-performance culture,
- enterprise leadership,
- psychological safe working environment, and
- high collaboration and communication.



Position objective

To actively participate in the delivery of cool, clean and green spaces across the Darwin municipality by undertaking a range of turf management activities in our parks, ovals and open spaces. The role is expected to deliver high quality turf to the standard applicable to its use, in an efficient and safe manner and ensure the appropriate care, maintenance and use of associated council resources.

Key result areas

Corporate identity

- Promote and embody City of Darwin's Vision and Mission.
- Promote and embody City of Darwin's staff values, CARES (Customer Service, Accountability, Respect, Excellence and Solidarity).
- Act in accordance with and abide by the City of Darwin's Code of Conduct.



Service delivery

- Undertake turf management duties through planning and upgrading of new and existing turf areas such as but not limited to:-
 - General maintenance work such as fertilising, weeding and turf replacement
 - Identification of pests and diseases and use of appropriate methods of control
 - Preparation and application of herbicide, pesticide and fertilisers
 - Turf renovation and refurbishment activities
 - Irrigation systems maintenance and repair, including controller programming and operation
 - Maintaining the cleanliness, safety, and presentation of turf areas across the Darwin Municipality
- Operate and maintain plant and equipment associated with turf operations including but not limited to tractors, implements, lawn mowers (including ride-ons), brushcutters and spray equipment.
- Autonomously operate tractors used for turf management and associated range of attachments
- Assist with administration tasks including but not limited to updating work schedules, record keeping, inspections, safety audit reports and similar, as required
- Assist with mentoring, coaching and developing the skills and knowledge of less experienced team members.
- Maintain current knowledge of irrigation control systems used by the City of Darwin
- Undertake pre-start inspections and reporting, and routine maintenance of all plant and equipment
- Ensure all turf management tasks are undertaken in accordance with daily / weekly / monthly or yearly schedules
- Utilise resources and fleet in accordance with the Code of Conduct and relevant procedures or policies



- Undertake duties relevant to City of Darwin operational requirements within the scope of this position such as small project work, cyclone clean-up and other ad hoc requirements as identified.
- Communicate and engage appropriately with community members when out on site in accordance with our Code of Conduct.

Team support (people and capability)

- Work professionally, cooperatively and respectfully with other team members to accomplish joint tasks and build positive working relationships.
- Be flexible and adaptable to working in various work locations throughout the municipality as needed to perform the role effectively.
- Undertake any other duties within the skill and scope of the position or your skill set, as directed.
- Actively participate and contribute to team meetings and other relevant forums, events or organisational meetings as required.
- Proactively engage in performance management processes (ie. probation reviews and annual performance appraisals) as required.

Workplace health and safety

- Ensure your personal health and safety and that of others in the workplace, and report all accidents, incidents and hazards immediately via WHS systems.
- Comply with all City of Darwin Workplace Health and Safety (WHS) policies, procedures, guidance and other-directed requirements.
- Comply with any reasonable directions (such as safe work procedures, wearing personal protective equipment) given by management for health and safety purposes.
- Report all accidents, incidents, near misses and hazards immediately.

Position prerequisites

- Medium Rigid (MR) Licence
- General Construction Industry - White Card
- Certificate III in Turf Management/Horticulture and / or minimum of 3 (three) years' experience in turf management
- Significant experience in the operation of various mobile plant and equipment, including tractors and attachments
- Units of Competency or equivalent AusChem course for:-
 - AHCCHM3007 – Prepare and apply chemicals to control pest, weeds and diseases
 - AHCCHM304 - Transport and store chemicals
- Demonstrated experience of coaching others in job skills

APPROVED BY: _____


Executive Manager Operations

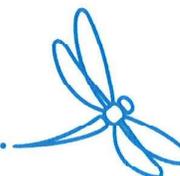
Date: _____

18/6/25

Employee Acknowledgement

I, _____ have read and understood the requirements of the role; responsibilities and accountabilities as outlined within this Position Description. I understand that I am also responsible for complying with Council's policies & procedures as they relate to my position.

Signed: _____ Date _____



For recruitment purposes only

- Demonstrated basic understanding of biological processes, hydrology, soil science and hydraulics relevant to turf maintenance.
- Knowledge of common turf pests and diseases and how to control them
- Understanding of how irrigation systems work and how to manage them
- Ability to operate and maintain various turf maintenance equipment, including high level capability in use of tractors and their attachments
- Sound interpersonal skills and demonstrated ability to coach others on the job Demonstrated well-developed
- Basic technology literacy skills, including experience in using computer programs (for example iPads, smartphone, Microsoft Outlook and Word).

