

## GARDENER / GROUNDSPERSON

**Reporting to:** The Operations Manager

**Location:** The position will be located across Concordia College campuses:  
Concordia College, Concordia Campus, 24 Winchester Street, Highgate, and  
Concordia College, St John's Campus, 20 Highgate Street, Highgate  
Concordia College, St Peters Campus, 71 Cumming St, Blackwood

**Classification:** As determined by the College within the current *Lutheran Schools SA Enterprise Agreement 2024*.

**Tenure:** Ongoing, full-time

**Conditions:** 37.5 hours per week (48 weeks per year).

### Role Description

The Gardener / Groundsperson is responsible for maintaining the College grounds, gardens and outdoor sporting facilities to a high standard.

### Essential Requirements

- Minimum Certificate III in Horticulture
- minimum of three years' experience in a relevant horticultural or grounds maintenance role
- demonstrated experience in the maintenance of horticultural displays, pest, weed and disease identification and control, plant nutrition and fertiliser programs, and irrigation systems and maintenance
- knowledge of best practice facilities and property maintenance processes
- current Working with Children Check and RRHAN-EC

## Selection Criteria

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| <b>Responsibilities and Accountabilities – Role Specific</b> | <ul style="list-style-type: none"> <li>• Carry out routine maintenance of College grounds and oval surfaces</li> <li>• Prepare and maintain the main oval to support College activities and sporting events seven days a week</li> <li>• Maintain gardens, lawns and landscaped areas across College campuses</li> <li>• Operate, maintain and care for horticultural machinery, equipment and tools</li> <li>• Perform horticultural maintenance including planting, pruning, irrigation, fertilizing, pest and weed control</li> <li>• Ensure all grounds are maintained in a safe, clean and aesthetically pleasing condition</li> <li>• Contribute to the ongoing presentation and improvement of the College's outdoor environments</li> <li>• Work collaboratively with the Property &amp; Facilities team to support College operations</li> <li>• Undertakes other duties as determined from time to time by the Head of College or Operations Manager</li> </ul> |
| <b>Culture</b>                                               | <ul style="list-style-type: none"> <li>• Demonstrates, expects and communicates behaviours that reflect the values and culture of the College</li> <li>• Has an understanding of and demonstrates a strong commitment to the ethos and practice of Lutheran schooling and Christian living</li> <li>• Establishes and maintains high expectations of staff and students</li> <li>• Acknowledges successes and encourages collegiate support</li> <li>• Contributes to College-wide initiatives</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Competencies</b>                                          | <ul style="list-style-type: none"> <li>• A lateral thinker and positive problem solver</li> <li>• Shows professional judgement and initiative</li> <li>• Strong knowledge of WHS legislation, ideally within the context of a school setting</li> <li>• Appropriate knowledge of relevant digital technologies</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Personal Qualities</b>                                    | <ul style="list-style-type: none"> <li>• Motivates and influences through strong communication and collaboration</li> <li>• Demonstrates excellent professional judgement, composure and resilience when faced with challenge</li> <li>• Openness to change and improvement</li> <li>• Ability to work in a demanding role, including working out of normal hours</li> <li>• Projects positivity and displays genuine enthusiasm and optimism</li> <li>• Consistently shows support for school wide policy initiatives and strategic plans, both within and outside the College</li> <li>• Displays personal integrity, honesty, resilience and courage</li> </ul>                                                                                                                                                                                                                                                                                                        |