



EDMUND RICE EDUCATION  
AUSTRALIA



**South East Flexi Schools Network**

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North Melbourne Vic 3051  
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## Position Description: Maintenance Officer

|                            |   |
|----------------------------|---|
| <b>ROLE TITLE</b>          | Maintenance Officer   |
| <b>LOCATION</b>            | St Joseph's Flexible Learning Centre – North Melbourne                    |
| <b>NETWORK</b>             | South East Flexi Schools Network, Youth+, Edmund Rice Education Australia |
| <b>SALARY OR AWARD</b>     | Victorian Catholic Education Multi Enterprise Agreement 2018              |
| <b>EMPLOYMENT STATUS</b>   | Full time, Fixed term – 1 year contract                                   |
| <b>COMMENCEMENT</b>        | ASAP  |
| <b>POSITION REPORTS TO</b> | Maintenance Coordinator – North Melbourne and Geelong campuses            |
| <b>POSITION SUPERVISES</b> | N/A   |
| <b>CONTACT</b>             | Simon Gridley   |
| <b>PHONE/EMAIL</b>         | southeastrecruitment@youthplus.edu.au                                     |
| <b>JOB REFERENCE NO.</b>   | SJFLC/MO/1019   |
| <b>CLOSING DATE</b>        | Friday, 8 <sup>th</sup> November 2019                                     |

**Aboriginal and Torres Strait Islander people are encouraged to apply**

## Foundation Statement

Youth+ seeks to respond to the needs of young people disenfranchised and disengaged from education through the provision of a safe place that provides an opportunity for them to re-engage in a suitable, flexible learning environment.

Flexible Learning Centres seek to build honest and authentic relationships with young people, their families and communities, through valuing, supporting and celebrating the uniqueness and dignity of each person.

Youth+ Flexible Learning Centres are guided by the vision of Edmund Rice, and the empowering service of education, so that young people may achieve personal and community liberation through educational experiences that enable transformation.

## Background

Youth+ is an initiative of Edmund Rice Education Australia. Youth+ services including Flexible Learning Centres (FLCs), offer a full-time and multiyear secondary education and social inclusion program for young people who have disengaged from mainstream structures. Young people may express a broad range of complex education and social needs and the Youth+ services respond with a variety of flexible and innovative social inclusion and learning experiences.

Youth + services provide young people with a varied and holistic set of learning experiences, supporting them to identify and pursue an individual transition to adulthood, employment, further education and training, and social connectedness.

Indigenous and non-indigenous young people who attend are usually disengaged from mainstream education for a range of reasons that may include those:

- who have had contact with the juvenile justice system;
- in the care of the Office of Children and Families;
- with a history of trauma;
- with a history of extended periods of unexplained absences;
- who are highly mobile;
- with mental illness or at risk of engaging in self-harming behaviours or substance abuse;
- who have been excluded or repeatedly suspended from school;
- who are homeless;
- who are young parents;
- with a generational history of early school leaving; and/ or
- with a generational history of unemployment.

See [www.youthplus.edu.au](http://www.youthplus.edu.au) - Publications for further information.

## Principles of Operation

The four principles of operation that all Flexible Learning Centres operate under are Respect, Participation, Safe and Legal and Honesty.

This framework is a significant point of difference from mainstream schooling. The principles establish a “common ground” among staff, young people and families where the means to resolve conflict, negotiate learning, recognise rights and responsibilities are modelled and explored, both within the group and individually.

A primary responsibility for this role is to maintain fidelity to Operation by Principle and the best practice guidelines as articulated in the Youth+ Foundation and FLC Occasional Papers (available on the website at [http://mail.erefrc.org.au/docs/occasional\\_paper\\_series\\_booklet.pdf](http://mail.erefrc.org.au/docs/occasional_paper_series_booklet.pdf) ).

## EREA Charter and Touchstones

Edmund Rice schools strive to offer a liberating education, based on a gospel spirituality, within an inclusive community committed to justice and solidarity. The Charter describes our distinct identity as Edmund Rice schools and provides a practical expression of this identity. The Charter uses four touchstones to describe the culture of a Catholic school in the Edmund Rice tradition. These touchstones give us ideals authentically linked with the Charism which underpins the ministry in our schools and educational endeavours. They help us set our direction and define our goals as, following Edmund Rice’s vision, we continue to reflect and to seek to make the Gospel a living reality in our communities. The Charter and Touchstones can be accessed from the EREA website: <https://secure.erea.edu.au/Publications/EREA-Charter/docs/EREA-Charter.pdf>

## Primary Role

The employee in this position is required to demonstrate a commitment to, have an understanding and responsibility for Occupational Health and Safety relating to school environments and occupancy requirements.

The skills required will be to maintain the building and grounds for the purpose of providing an effective and safe working and learning environment as well as maintain accurate record keeping and documentation. The employee will also be required to operate a light rigid vehicle.

Working under the direction of the Maintenance Coordinator of St Joseph's FLC this position is expected to work collaboratively with all staff at the school across the North Melbourne campus in a manner consistent with the traditions of Edmund Rice Education Australia and the strategic plan, vision, mission and values of Youth+.

## Duties and Responsibilities

Typical duties and responsibilities include but are not restricted to:

- **Maintenance and Grounds specific tasks may include, but not be limited, to:**
  - Ownership of scheduled routine and preventative maintenance work on site;
  - Perform inspections, maintenance and repairs with minimum disruption to ensure that all young people, staff and the community are provided a safe, attractive, clean and healthy environment for learning and work.
  - Overseeing school fixtures, furniture, and fittings, and reporting back to the Maintenance Coordinator with concerns when needed;
  - Perform a wide variety of general and semi-skilled maintenance activities including but not restricted to plumbing, painting, carpentry, concreting, tiling, plastering, repairing of doors and locks (etc) within require timeframes
  - Operate and maintain, in safe and operational condition, all tools and equipment necessary to complete job functions/responsibilities.
  - Conduct general vehicle maintenance and checks;
  - Manage external contractors in conjunction with Maintenance Coordinator as required;
  - Watering of garden beds, pruning of any trees and shrubs, weeding and removal of any garden rubbish and debris;
  - Maintenance of fences and gates and keeping signs in good order;
  - Keeping entrance ways clean and tidy and sweeping of pathways;
  - Maintain buildings including painting and graffiti removal and general tidiness and cleanliness of the grounds;
  - Regularly checking for, fixing and reporting any damage or maintenance requirements to the facilities to the Maintenance Coordinator;
  - Supporting the Maintenance Coordinator with coordinating external trades people for maintenance and repairs as required;
  - Supporting the Maintenance Coordinator with school lock and unlock as required;
  - Take part and contribute to the Occupational Health and Safety and Risk management;

The Maintenance Officer will not be required to perform any task or repair that would require the service of a specifically qualified tradesperson by specific task or legal requirement.

• **Compliance and Risk Management:**

- Support Business Manager and Maintenance Coordinator with compliance against legislated occupational health and safety practices by:
  - Promoting and completing occupational health and safety and risk mitigation processes with the school
  - Perform training and induction processes for staff
  - Maintain associated Occupational Health and Safety documentation;
- Identifying and reporting risks and hazards and acting in order to eliminate or mitigate against risk recurring
- Take part and contribute to the Occupational Health and Safety and Risk management;

• **General Duties and Responsibilities**

- Building and maintaining positive relationships with young people and colleagues at the school;
- Assist with event preparation and set up;
- Working with Young People to support their interest and development in maintenance
- Update and respond to tickets logged on maintenance software;
- Log updates on maintenance to maintenance software;
- Perform associated administration functions for the role;
- Participation in professional supervision;
- Operate within the context of EREA Youth+ Policies and Procedures and Four Principles of Operation (outlined below);
- Participate in professional development that is relevant to the work of the school;
- Other duties as required

## Applications

Applications should be forwarded to [southeastrecruitment@youthplus.edu.au](mailto:southeastrecruitment@youthplus.edu.au) by Friday, 8<sup>th</sup> November 2019 and need to include:

- A current curriculum vitae outlining previous experience and skills.
- A current Working with Children Check.
- Two referees (including contact details). Please include a referee from current or most recent place of employment.

For further information contact Simon Gridley ([simon.gridley@youthplus.edu.au](mailto:simon.gridley@youthplus.edu.au)) or [southeastrecruitment@youthplus.edu.au](mailto:southeastrecruitment@youthplus.edu.au).

Youth+ is committed to being a child safe organisation. Youth+ supports the rights of children and young people and is committed to providing a safe and supportive environment directed at ensuring their safety and wellbeing.

All applicants for these positions will be subject to EREA screening procedures. Comprehensive reference and background checking will be undertaken, including a Working with Children Check and police check.

## Selection Criteria

- Qualification in Carpentry, Joinery, or similar trade, or experienced skill set;
- Knowledge of best practices and workplace health and safety processes in relation to school and maintenance of work;
- Previous practical experience in a similar maintenance position desirable;
- Knowledge of handling and storage of grounds care equipment and materials including fuels/paints/chemicals;
- High level of creative problem solving skills creating safe and usable spaces;
- Experience working with young people and as part of a multidisciplinary team;
- Effective communication, interpersonal, and written skills;
- Currently hold or are eligible to obtain a positive Working with Children Check (WWCC) and LR licence or eligibility to acquire.

## General Edmund Rice Education Australia Information Collection Notice – Youth + Flexible Learning Centre Job Applicants

*This Youth+ Flexible Learning Centre is part of Edmund Rice Education Australia (EREA), which is an organization consisting of schools, entities and offices offering a Catholic education in the tradition of Blessed Edmund Rice.*

1. The Flexible Learning Centre collects personal information, including sensitive information about job applicants. This includes information provided in your job application, in the course of conversation or as collected from third parties on your behalf, such as employment referees. The primary purpose of collecting this information is to enable the Centre to consider your application for employment with the Centre.
2. Some of the information the Centre collects is to satisfy the Centre's legal obligations, particularly to enable the Centre to discharge its duty of care to enrolled students.
3. Laws governing or relating to the operation of a school require certain information to be collected and disclosed. These include relevant Education Acts and Public Health and Child Protection laws.
4. In order to consider your application for employment and to facilitate and manage your employment relationship with the Centre, you consent to our collecting personal information about you from recruitment agencies, law enforcement agencies for criminal checks and working with children checks, educational institutions to verify your qualifications, and other individuals or businesses we contact for the purpose of reference-checking as agreed with you.
5. The personal information that is collected about you will be stored securely in a recruitment record. If you are successful and become an employee then an employee record will be created and the personal information we have collected will be stored in this file. Employee records are exempt from the Australian Privacy Principles (APPs) under the Privacy Act 1988.
6. If you are not offered a position or if you decline an offer of a position at the Centre the information stored in your recruitment record will be stored for 12 months, unless you advise us to destroy the records at an earlier time. At this time, the Centre will take reasonable steps to destroy or de-identify the information as appropriate.
7. The Centre may disclose personal and sensitive information for administrative, educational and support purposes (or may permit the information to be directly collected by third parties). This may include to:
  - government departments;
  - people providing administrative and financial services to the Centre;
  - anyone you authorise the Centre to disclose information to; and
  - anyone to whom the Centre is required or authorised to disclose the information to by law, including under child protection laws.
8. Failure to provide the information to the Centre will affect the Centre's ability to evaluate your application and may result in the recruitment process not proceeding.
9. The Centre may also use cloud computing service providers to store personal information (which may include sensitive information) on their servers in the 'cloud'. These servers may be located in or outside Australia. This may mean that personal information may be stored or processed outside Australia.
10. EREA's Privacy Policy contains further information about its use of cloud and other third-party service providers.
11. EREA's Privacy Policy is accessible via the Centre website or from the Centre office. The Policy sets out how job applicants and employees may seek access to, and correction of their personal information which the Centre has collected and holds. However, access may be refused in certain circumstances such as where access would have an unreasonable impact on the privacy of others or may result in a breach of the Centre's duty of care obligations. Any refusal will be notified in writing with reasons if appropriate.
12. EREA's Privacy Policy also sets out how job applicants and employees can make a complaint about a breach of the APPs and how the complaint will be handled.
13. If you provide the Centre with the personal information of others, such as other employment referees, doctors or emergency contacts, we encourage you to inform them you are disclosing that information to the Centre and why, that they can request access to and correction of that information if they wish and to also refer them to EREA's Privacy Policy for further detail about such requests and how the Centre otherwise handles personal information it collects and complaints it receives.