# NSW LOCAL GOVERNMENT

# RANK 2 GRADE GUIDE

The Local Government Rank to Grade Guide has been developed by the NSW Veterans Employment Program and the Office of Local Government to help veterans in their civilian job search.

Local councils in NSW employ approximately 45,000 full-time employees across a wide range of roles. Local Government NSW's Capability Framework sets out the essential knowledge, skills and abilities needed to work effectively in local government.

The guide outlines the requirements of council roles and how veterans' military experience can fulfil these needs at all employment levels. ICN IN

### VETERANS

Local government opportunities are often advertised on council websites, local newspapers, or on job search engines like www.seek.com.au and www.lgassist.com.au.

Use this guide to compare your skills and experience with a job's criteria.

## **EMPLOYERS**

Use this guide as a tool to gain insight to the Australian Defence Force rank structure and skills.

AUSTRALIAN DEFENCE FORCE	ARMY	GENERAL	LIEUTENANT GENERAL	MAJ GENE		BRIGADIER	COLONEL	LIEUTENANT COLONEL	NOLAM
	NAVY	ADMIRAL	VICE ADMIRAL	REAR AD	MIRAL	COMMODORE	CAPTAIN	COMMANDER	LIEUTENANT COMMANDER
	AIR FORCE	AIR CHIEF MARSHAL	AIR MARSHAL	AIR V MARS		AIR COMMODORE	GROUP CAPTAIN	WING COMMANDER	SQUADRON LEADER
	GENERAL EXPERIENCE		onsibility for con sourced military			policy into strategi	c and	Advanced writing and liaison skills applying comprehensive planning a	
		Management of high-level strategic relationships and influencing policy and decision-making at the whole-of-government level.					Responsible for personnel welfare, general morale, administration and equipment maintenance for up to 120 and 650 officers and		
		Principal resp for the entire	onsibility for stra ADF.	tegic workf	force dec	ision-making		soldiers respectively. Responsible for overall operational in business units.	effectiveness of 400-600 staff
			to 5000 officers			as like Personnel a	nd	Senior leadership roles at headqua	
						Personnel and Operations, and hig roles at HQ.	high-level operational advisory		
NSW LOCAL GOVERNMENT	Local Gov't (State) Award 2017 Band/Level*		Contract*/Executive Band (Levels 1-4) Exec			Executive Band (Level 1)	Professional/Specialist Band (Levels 3-4)		
	NSW LOCAL GOVERNMENT CAPABILITY FRAMEWORK LEVEL	Highly Advanced				Advanced		ed	Adept
	CORE CAPABILITIES		adership: Lead ai ge; inspire direct		Workfor develop Resourc		nage and	Workforce Leadership: Manage and develop people Resources:	Workforce Leadership: Manage and develop people; optimise workforce
		Resources: Fi contracts	nance; procurem	ent and	Procure	ment and contracts Deliver results	5	Finance; plan and prioritise Results: Think and solve	contribution Resources: Assets and tools;
		Results: Deliv	er results : Communicate a	nd	Relation	ships: Community er focus; communic		problems; create and innovate Relationships:	technology and information; finance
		engage; influ	ence and negotia ibutes: Display re	te	engage			Communicate and engage; work collaboratively	Results: Think and solve problems; create and innovate
		and adaptabi	lity; act with integ accountability					Personal Attributes: Display resilience and adaptability; act with integrity; demonstrate accountability	Relationships: Communicate and engage
	EXAMPLE ROLES	General Manager* (* - Contracted against Section 332 and Section 334 of the Local Government Act NSW 1993)					Director (Corporate &	Manager (Environment, Development, Strategic Planning, Finance,	
		Director (Corporate & Governance; Environment, Planning & Community; Works & Civil)				lanning & Commur	Governance; Environment, Planning & Community; Works & Civil)	Governance, Information Systems) Engineer (Water & Sewer,	
								Works & Civil)	Assets, Civil) Health Surveyor
									Librarian
									Gallery Director

AUSTRALIAN DEFENCE FORCE	ARMY	CAPTAIN	LIEUTENANT	WARRANT OFFICER CLASS 1	WARRANT OFFICER CLASS 2	
FORCE	NAVY	LIEUTENANT	SUB LIEUTENANT	WARRANT OFFICER	CHIEF PETTY OFFICER	
	AIR FORCE	FLIGHT LIEUTENANT	FLYING OFFICER	WARRANT OFFICER 1	FLIGHT SERGEANT	
	GENERAL EXPERIENCE	Receive instructions from superiors, ther resources and determine work responsib Maintenance and security of equipment millions of dollars in value. Mentor, counsel and support the develop subordinates. Take responsibility for the actions and per initiative and self-reliance. Confident speaking and writing skills wit subordinate audiences.	ilities for up to 120 soldiers. and stores that may exceed oment and career progression of erformance of their team; show	Train, build morale and supervise up to and develop subordinate staff, overseein provide counselling duties. As a member of a middle management instructions from superiors, then plan plas subordinates' work responsibilities acco Highly-independent, logical thinkers that conduct and achievement of work goals Exceptional ability to communicate com confidence, and to large audiences.	ng their administrative needs and team, these ranks receive riorities, resources and rdingly. t enforce high standards of general s.	
NSW LOCAL GOVERNMENT	Local Gov't (State) Award 2017 Band/Level	Professional/Specialist Band (Levels 1-3)				
	NSW LOCAL GOVERNMENT CAPABILITY FRAMEWORK LEVEL	Adept		Advanced/Adept		
	CORE CAPABILITIES	Workforce Leadership: Manage and deve contribution Resources: Assets and tools; technology Results: Think and solve problems; create Relationships: Communicate and engage Personal Attributes: Display resilience an demonstrate accountability	and information; finance e and innovate e; work collaboratively	Workforce Leadership: Manage and dev Resources: Finance Results: Think and solve problems; creat Relationships: Communicate and engag Personal Attributes: Display resilience and demonstrate accountability	te and innovate e	
	EXAMPLE ROLES	Manager (Environment, Development, St Corporate Systems) Engineer (Bridge, Maintenance, Works P Civil) Health & Building Surveyor Librarian Property Coordinator		Community Services Co-ordinator Development Planner Environment Officer Finance Accountant Business Solutions Analyst		

NCV       PETTY OFFICE       LEADING SEAMAN       ABLE SEAMAN         AIR FORCE       SERGEANT       CORPORAL       LEADING AIRCRAFTSMAN/ AIRCRAFTSWOMAN         GENERAL EXPERIENCE       Train, lead and supervise up to 30 soldiers. These ranks mentor and develop subordinate staff, as well as overseeing their administrative needs.       Train, lead and supervise a team of approximately 10 soldiers.         As a member of a junior management team, these ranks receive instructions from superiors, then plan priorities, resources and subordinates' work responsibilities accordingly.       Train, lead and supervise a team of approximately 10 soldiers.         Receive instructions from superiors, then plan priorities, resources and subordinates' work responsibilities accordingly.       Breaking-down and communicating complex instructions clearly to subordinates.         NSW LOCAL       Local Gov't (State) Award 2017       Professional/Specialist Band       Administrative/Technical/Trades       Administrative/Technical/Trades	AUSTRALIAN DEFENCE	ARMY	SERGEANT		CORPORAL	LANCE CORPORAL	
SEMERATI         COMPUNAL         AIRCRATEWOMAN           GENERAL EXPERIENCE         Train, lead and supervise up to 30 addres: These ranks menter and develop subordinate staff, as well as overseeing their administrative As a member of a junior management team, these ranks receive subordinates:         Train, lead and supervise a team of approximately to soldiers: Receive instructions from superiors, the for planner of the subordinates work responsibilities accordingly.         Receive instructions from superiors, the for planner subordinates           NEW LOCAL GOVERNMENT CORE CAPABILITY FRAMEWORK LEVEL         Local Gover (State) Award 2007         Professional/Specialist Band (Levels 1-2)         Administrative/Technical/Trades Band (Levels 3-4)         Operational Band (Levels 3-4)           NSW LOCAL CORE CAPABILITY FRAMEWORK LEVEL         Workforce Leadership: Manage and develop people Resources: Assets and tools; technology and information Results: Think and solve problems, create and innovate Results: Than and prioritise; think and solve problems Results: Think and solve problems, create and innovate Results: Think and solve problems, create and innovate Results: Th	FORCE	NAVY	SERGEANT         Train, lead and supervise up to 30 soldiers. These ranks mentor and develop subordinate staff, as well as overseeing their administrative needs.         As a member of a junior management team, these ranks receive instructions from superiors, then plan priorities, resources and subordinates' work responsibilities accordingly.         Breaking-down and communicating complex instructions clearly to		LEADING SEAMAN	ABLE SEAMAN	
develop subordinate staff, as well as overseeing their administrative needs.       Readive instructions from superiors, their planning priorities, resources and subordinates.       Readive instructions from superiors, their planning priorities, resources and subordinates.       Readive well so overseeing their administrative and subordinates.       Readive well so overseeing their administrative administrative/fechnical/frades       Operational Band (Levels 3-4)         NSW LOCAL GOVERNMENT LEVEL       Local Gov't (state) Award 2017       Professional/Specialist Band (Levels 3-2)       Administrative/fechnical/frades Band (Levels 3-3)       Operational Band (Levels 3-4)         NSW LOCAL GOVERNMENT LEVEL       CORE CAPABILITIES       Morkforce Leadership: Manage and develop people Resources. Assets and tools: technology and information; finance Results: Plan and prioritise; think and solve problems; create and innovate Readionatips: Communicate and engage; work collaboratively Personal Attribute: Display resistence and adptability; act with Integrity; demonstrate accountability: Personal Attribute: Display resistence and adptability; act with Integrity; demonstrate accountability: Professional/Exe		AIR FORCE			CORPORAL		
As a member of a junior management team, these ranks, resources and subordinates' work responsibilities accordingly.       Breaking-down and communicating complex instructions clearly to subordinates'.         NSW LOCAL GOVENMENT Level*       Local GovEntMent (Levels 1-2)       Administrative/Technical/Trades Band (Levels 2-3)       Make quick and logical decisions, and be accountable for such actions.         NSW LOCAL GOVENMENT Level*       Now LOCAL GOVENMENT (Levels 1-2)       Administrative/Technical/Trades Band (Levels 2-4)       Operational Band (Levels 2-4)         NSW LOCAL GOVENMENT CAPABILITY PRAMEWORK Level*       Adopt       Adopt/Intermediate       Morkforce Leadership: Manage and develop people         Resources: Assets and tools; technology and information; finance Results: Think and solve problems; create and innovate       Resources: Assets and tools; technology and information; finance Results: Plan and prioritise; think and solve problems       Periodiatability; act with integrity; demonstrate accountability; manage self.       Periodiatis: Plan and prioritise; think and engage; work collaboratively       Periodiatistrative (Periodiate)       Periodiatistrative (Periodiate)       Periodiatistrative (Periodiate)       Periodiatistrative (Periodiate)         EXAMPLE ROLES       *Engineer (Bridge, Maintenance, Workshop Supervisor       *Ordessional/Executive Assets; Civil)       *Professional/Executive Assets; Civil)       *Professional/Executive Assistant       *Security Assistant       *Customer Savita (Customer Savita)       *Customer Savita (Customer Savita)       *Customer Savita)		GENERAL EXPERIENCE			Receive instructions from superiors, before planning priorities, resources		
Instruction         Local Gov't (state) Award 2017 Band/Lovet*         Professional/Specialist Band (Levels 3)         Administrative/Technical/Trades Band (Levels 3)         Administrative/Technical/Trades Band (Levels 3)         Operational Band (Levels 3-4)           NSW LOCAL GOVERNMENT CAPABILITIES         Insw Local Government Capability FRAMEWORK LEVEL         Adept         Adept/Intermediate           CORE CAPABILITIES         Workforce Leadership: Manage and develop people Resources: Assets and tools; technology and information; finance Results: Think and solve problems; create and innovate Relationships: Communicate and engage; work collaboratively Personal Attributes: Display resilience and adaptability; act with integrity, demonstrate accountability; Health & Building Surveyor + Parks & Recreation Officer + Ubrary Asstant - Community Services Co-ordinator - Community Services Co-ordinator - Development Officer + Property Co-ordinator - Development Officer + Environment Officer + Envi					Breaking-down and communicating complex instructions clearly to		
Band/Level*         Professional/Specialist Band (Levels 1-2)         Administrative/Technical/Trades Band (Levels 3)         Administrative/Technical/Trades Band (Levels 3-4)           NSW LOCAL GOVERNMENT CAPABILITY FRAMEWORK LEVEL         Adept         Adept/Intermediate           CORE CAPABILITY FRAMEWORK LEVEL         Adept         Adept/Intermediate           CORE CAPABILITIES         Workforce Leadership: Manage and develop people Resources: Assets and tools; technology and information; finance Results: Think and solve problems; create and innovate Relationships: Communicate and engage; work collaboratively Personal Attributes: Display resilience and adaptability; act with integrity, demonstrate accountability; manage self         Workforce Leadership: Manage and develop people Resources: Assets Covil)         Professional/Executive Administration Officer         Professional/Executive Administration Officer         Norkforce Leadership: Communicate and engage; work collaboratively Personal Attributes: Display resilience and adaptability; act with integrity; demonstrate accountability; manage self         Professional/Executive Administration Officer         Professional/Executive Administration Officer         Professional/Executive Assets, Civil)         Professional/Executive Administration Officer         Professional/Executive Administration Officer         Professional/Executive Administration Officer         Professional/Executive Assets, Civil)         Professional/Executive Assistant         Professional/Executive Assistant         Professional/Executive Assistant           EXAMPLE ROLES         Professional/Executive Assets, Civil)         Professional/Execu					Make quick and logical decisions, and be accountable for such actions.		
CAPABILITY FRAMEWORK LEVEL     Adept     Adept/Intermediate       CORE CAPABILITIES     Workforce Leadership: Manage and develop people Resources: Assets and tools; technology and information; finance Results: Think and solve problems; create and innovate Relationships: Communicate and engage; work collaboratively Personal Attributes: Display reglinence and adaptability; act with integrity; demonstrate accountability     Workforce Leadership: Manage and develop people Resources: Assets and tools; technology and information Results: Plan and prioritise; think and solve problems Relationships: Communicate and engage; work collaboratively Personal Attributes: Display reglinence and adaptability; act with integrity; demonstrate accountability     Workforce Leadership: Manage and develop people Resources: Assets and tools; technology and information Results: Plan and prioritise; think and solve problems Relationships: Communicate and engage; work collaboratively Personal Attributes: Act with integrity; demonstrate accountability; manage self     • Personal Attributes: Act with integrity: demonstrate accountability; manage self       EXAMPLE ROLES     • Engineer (Bridge, Maintenance, Works Programme Water & Sewer, Assets, Civil)     • Professional/Executive Administration     • Professional/Executive Administration     • Receptionist and Executive Administration       • Example RoLES     • Engineer (Bridge, Maintenance, Works Recreation Officer     • Professional/Executive Norkshop Supervisor     • Property Officer     • Library Assistant     • Library Assistant       • Library Systems & Recreation Officer     • Droperty Orficer     • Trades (Mechanic, Plumber, Greenkeeper)     • Property Officer     • Library Systems & technology officer	NSW LOCAL GOVERNMENT		Professional/Specialist Band (Levels 1-2)			Operational Band (Levels 3-4)	
EXAMPLE ROLES <ul> <li>Workforce Leadersnip: Manage and develop people</li> <li>Resources: Assets and tools; technology and information; finance</li> <li>Results: Think and solve problems; create and innovate</li> <li>Results: Plan and prioritise; think and solve problems</li> <li>Relationships: Communicate and engage; work collaboratively</li> <li>Personal Attributes: Display resilience and adaptability; act with integrity; demonstrate accountability</li> <li>Personal Attributes: Display resilience and adaptability; act with integrity; demonstrate accountability</li> <li>Personal Attributes: Act with integrity; demonstrate accountability; manage self</li> <li>Engineer (Bridge, Maintenance, Works Programme Water &amp; Sewer, Assets, Civil)</li> <li>Health &amp; Building Surveyor</li> <li>Health &amp; Building Surveyor</li> <li>Parks &amp; Recreation Officer</li> <li>Ubrary Systems &amp; Technology</li> <li>Orpoerty Officer</li> <li>Property Orrigor</li> <li>Prodes (Mechanic, Plumber, Greenkeeper)</li> <li>Trades (Mechanic, Plumber, Greenkeeper)</li> <li>Trades (Mechanic, Plumber, Greenkeeper)</li> <li>Trades (Mechanic, Plumber, Greenkeeper)</li> <li>Water Operator in Charge</li> <li>Accountant</li> <li>Planning Support Officer</li> <li>Planning Support Officer</li> <li>Accountant</li> </ul>		CAPABILITY FRAMEWORK			Adept/Intermediate		
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EXAMPLE ROLESRelationships: Communicate and engage; work collaboratively Personal Attributes: Display resilience and adaptability; act with integrity; demonstrate accountability: 							
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EXAMPLE ROLESIntegrity; demonstrate accountabilitymanage self• Engineer (Bridge, Maintenance, Works Programme Water & Sewer, Assets, Civil)• Professional/Executive Administration• Professional/Executive Administration• Receptionist and Executive Assistant• Health & Building Surveyor • Health & Building Surveyor • Librarian development officer • Community Services Co-ordinator • Development Officer • Development Officer • Accountant• Professional/Executive Administration• Receptionist and Executive Administration• Trades (Mechanic, Plumber, Greenkeeper)• Property Officer • Water Operator in Charge • Accounts Payable Officer• Property Officer • Water Operator in Charge • Accounts Payable Officer • Planning Support Officer• Receptionist and Executive Administration• Health & Building Surveyor • Health & Building Surveyor • Library Acutural development officer • Library Co-ordinator • Community Services Co-ordinator • Community Services Co-ordinator • Development Officer • Accounts Payable Officer • Accounts Payable Officer• Property Officer • Accounts Payable Officer • Accounts Payable Officer • Planning Support Officer• Receptionist and Executive Administration • Trades (Mechanic, Plumber, Greenkeeper)• Clibrary Assistant • C			Relationships: Communicate and engage; work collaboratively Personal Attributes: Display resilience and adaptability; act with		Relationships: Communicate and engage; work collaboratively		
Works Programme Water & Sewer, Assets, Civil)AdministrationAdministrationAssistant• Health & Building Surveyor• Team Leader/Supervisor• Team Leader/Supervisor• Library Assistant• Health & Building Surveyor• Senior Administration Officer• Senior Administration Officer• Customer Service• Parks & Recreation Officer• Workshop Supervisor• Workshop Supervisor• Childcare and Community• Librarian• Property Officer• Property Officer• Operational Roles (Rangers, Weed & Animal Control, Saleyards, Plant Operators, Drivers, Parks and Recreation, Beach, Surf & Bahrs, Caravan Parks, Administration, Rates & • Accounts Payable Officer• Water Operator in Charge• Water Operator in Charge• Development Officer• Water Operator in Charge• Water Operator in Charge• Water Operator in Charge• Stores, Cemeteries, Sanity & Garbage, Landfill)• Accountant• Planning Support Officer• Planning Support Officer• Scount Spayable OfficerStores, Cemeteries, Sanity & Garbage, Landfill)					Personal Attributes: Act with integrity; demonstrate accountability;		
<ul> <li>Health &amp; Building Surveyor</li> <li>Parks &amp; Recreation Officer</li> <li>Librarian</li> <li>Gallery and cultural development officer</li> <li>Property Co-ordinator</li> <li>Community Services Co-ordinator</li> <li>Development Planner</li> <li>Environment Officer</li> <li>Accountant</li> <li>Planning Support Officer</li> </ul>		EXAMPLE ROLES	Works Programme Water & Sewer,				
<ul> <li>Parks &amp; Recreation Officer</li> <li>Librarian</li> <li>Gallery and cultural development officer</li> <li>Property Officer</li> <li>Property Officer</li> <li>Library Systems &amp; Technology Officer</li> <li>Trades (Mechanic, Plumber, Greenkeeper)</li> <li>Water Operator in Charge</li> <li>Accounts Payable Officer</li> <li>Accounts Payable Officer</li> <li>Accountant</li> <li>Planning Support Officer</li> <li>Planning Support Officer</li> <li>Planning Support Officer</li> </ul>				, ,			
<ul> <li>Librarian</li> <li>Property Officer</li> <li>Property Officer</li> <li>Property Officer</li> <li>Library Systems &amp; Technology Officer</li> <li>Trades (Mechanic, Plumber, Greenkeeper)</li> <li>Trades (Mechanic, Plumber, Greenkeeper)</li> <li>Water Operator in Charge</li> <li>Water Operator in Charge</li> <li>Accounts Payable Officer</li> <li>Accountant</li> <li>Planning Support Officer</li> <li>Vorkshop Supervisor</li> <li>Property Officer</li> <li>Property Officer</li> <li>Property Officer</li> <li>Property Co-ordinator</li> <li>Trades (Mechanic, Plumber, Greenkeeper)</li> <li>Water Operator in Charge</li> <li>Accounts Payable Officer</li> <li>Accounts Payable Officer</li> <li>Planning Support Officer</li> <li>Planning Support Officer</li> <li>Planning Support Officer</li> </ul>							
• Gallery and cultural development officer• Library Systems & Technology Officer• Library systems & technology officer• Operational Roles (Rangers, Weed & Animal Control, Saleyards, Plant Operators, Drivers, Parks and Recreation, Beach, Surf & Baths, Caravan Parks, Administration, Rates & • Environment Officer• Tip and sufficer• Operational Roles (Rangers, Weed & Animal Control, Saleyards, Plant Operators, Drivers, Parks and Recreation, Beach, Surf & Baths, Caravan Parks, Administration, Rates & • Accounts Payable Officer• Accountant• Planning Support Officer• Planning Support Officer• Operational Roles (Rangers, Weed & Animal Control, Saleyards, Plant Operators, Drivers, Parks and Recreation, Beach, Surf & Baths, Caravan Parks, Administration, Rates & Stores, Cemeteries, Sanity & Garbage, Landfill)							
• Property Co-ordinator • Community Services Co-ordinator • Development Planner • Environment Officer• Trades (Mechanic, Plumber, Greenkeeper)• Trades (Mechanic, Plumber, Greenkeeper)• Saleyards, Plant Operators, Drivers, Parks and Recreation, Beach, Surf & Baths, Caravan Parks, Administration, Rates & • Stores, Cemeteries, Sanity & • Planning Support Officer• Vater Operator in Charge • Accounts Payable Officer• Saleyards, Plant Operators, Drivers, Parks and Recreation, Beach, Surf & Baths, Caravan Parks, Administration, Rates & • Stores, Cemeteries, Sanity & • Garbage, Landfill)				Library Systems & Technology	• Library systems &		
<ul> <li>Frades (Mechanic, Plumber, Greenkeeper)</li> <li>Frades (Mechanic, Plumber, Greenkeeper)</li> <li>Frades (Mechanic, Plumber, Greenkeeper)</li> <li>Water Operator in Charge</li> <li>Water Operator in Charge</li> <li>Kocounts Payable Officer</li> <li>Accounts Payable Officer</li> <li>Planning Support Officer</li> <li>Planning Support Officer</li> </ul>							
• Development Planner• Water Operator in Charge• Water Operator in Charge• Parks, Administration, Rates &• Environment Officer• Accounts Payable Officer• Accounts Payable Officer• Stores, Cemeteries, Sanity &• Accountant• Planning Support Officer• Planning Support OfficerGarbage, Landfill)			1 5			Drivers, Parks and Recreation,	
• Environment Officer• Accounts Payable Officer• Accounts Payable OfficerStores, Cemeteries, Sanity & Garbage, Landfill)• Accountant• Planning Support Officer• Planning Support OfficerGarbage, Landfill)			• Development Planner	• Water Operator in Charge	Water Operator in Charge		
						Stores, Cemeteries, Sanity &	
- Iourist information Oncer - Nevenue Officer - Payroli - Depot and Hoet Handgement							
Business Solutions Analyst     Procurement & Fleet Officer     HR, Training & Development Officer					5		
• HR, training & development officer			-				
Injury Management officer			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
Enrolled nurse			Enrolled nurse				

Please note that this is a guide only and the nature of roles in local government banding may vary.

AUSTRALIAN DEFENCE	ARMY	PRIVATE				
FORCE	NAVY	SEAMAN AIRCRAFTSMAN/AIRCRAFTSWOMAN				
	AIR FORCE					
	GENERAL EXPERIENCE	<ul> <li>Communicating effectively and taking instruction.</li> <li>Completing basic operational tasks in small teams.</li> <li>Make quick and logical decisions, and be accountable for such actions.</li> </ul>				
NSW LOCAL GOVERNMENT	Local Gov't (State) Award 2017 Band/Level*	Operational Band (Levels 1-3)				
	NSW LOCAL GOVERNMENT CAPABILITY FRAMEWORK LEVEL					
	CORE CAPABILITIES	Intermediate/Foundational Relationships: Communicate and engage; work collaboratively				
		Results: Plan and prioritise; deliver results Personal Attributes: Manage self; Demonstrate accountability				
	EXAMPLE ROLES	<ul> <li>Apprentices and Trainees</li> <li>Receptionist and Executive Assistant</li> <li>Library Assistant</li> <li>Customer Service</li> <li>Childcare and Community Services Staff</li> <li>Operational Roles (Rangers, Weed &amp; Animal Control, Saleyards, Plant Operators, Drivers, Parks and Recreation, Beach, Surf &amp; Baths, Caravan Parks, Administration, Rates &amp; Stores, Cemeteries, Sanity &amp; Garbage, Landfill)</li> </ul>				



The NSW Office for Veterans Affairs runs the Veterans Employment Program (VEP). The State Government has set a target to employ 1000 veterans by 2023.

Our team is focused on strengthening partnerships, developing tools and resources, and finding more ways to connect and support veterans across the state.

For more information visit the VEP's website or contact the team.

The Office of Local Government (OLG) is responsible for local governments across NSW. OLG's organisational purpose is to 'Strengthen Local Government'.

OLG works collaboratively with the Local Government sector and is the key driver to the NSW Government on Local Government matters.

Any questions about the NSW Local Government Rank to Grade Guide can be directed to OLG's Council Engagement Managers.

#### **VETERANS EMPLOYMENT PROGRAM**

1300 838 233

- VeteransEmployment@veterans.nsw.gov.au
  - www.vep.veterans.nsw.gov.au

Front: Sean, Stormwater Asset Validation Officer at Sutherland Shire Council. Former Lance Corporal, Australian Army; Back page, clockwise from top left: Tracy, Parks and Gardens Team Leader at Dungog Council. Former Private, Australian Army; Emily, Asset Investigator Water and Wastewater Operator at Ballina Shire Council. Former Corporal, Australian Army; Philip, Capital Works Section Manager at Port Stephens Council. Former Major, Australian Army; Perrin, Supervisor Plant and Pump Stations at Lithgow City Council. Former Corporal, Australian Army.

#### **OFFICE OF LOCAL GOVERNMENT**

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