

## POSITION DESCRIPTION

Role Title	Groundskeeper
Reports to	HR Director
Roles reporting into this role	Nil
Accountabilities and Responsibilities	<p>The primary purpose of the role of Grounds Keeper is the delivery of grounds maintenance and associated services and tasks to support the work of Wandi Nerida and ensure the highest standards of safety, grounds and property maintenance for residents, staff and visitors.</p> <p><b>Key responsibilities</b></p> <ul style="list-style-type: none"> <li>• Maintain the Wandi Nerida grounds to a high standard including mowing, hedge-trimming, clearing pathways, mending fences, clearing fallen fruit, weeding garden beds etc.</li> <li>• In consultation with the relevant parties, implement a routine grounds plan for year-round gardening and maintenance tasks</li> <li>• Systematically check and maintain water pumps and water filters, and air-conditioning filters in all buildings.</li> <li>• Maintain the equestrian arena to a standard required for continued use by the equine therapy team.</li> <li>• Undertake work associated with establishing new gardens and other areas for outdoor activities being undertaken by residents or staff.</li> <li>• Identify and rectify health and safety issues related to outdoor areas where there is a risk to the safety of individuals on site; including marking pathways and steps with safety strips, changing light bulbs, rubbish removal, ground leveling etc.</li> <li>• Spray weedicides seasonally and as required to limit the growth of noxious weeds.</li> <li>• Conduct or assist with maintenance works on the property and within the buildings where required.</li> <li>• Undertake small handyman tasks, including painting, cabinetry, and mending, where required.</li> <li>• Ensure health and safety requirements are met for all building and grounds work undertaken.</li> <li>• Undertake orientation and induction on commencement of employment.</li> <li>• Undertake mandatory training program as required.</li> <li>• Actively participate in own performance planning and review with the line manager with a focus on quality and safety.</li> </ul>
Selection Criteria	<p>Essential</p> <ul style="list-style-type: none"> <li>• Having a clear sense of the requirements of the job and flexibility to adapt to changing priorities.</li> </ul>

	<ul style="list-style-type: none"> <li>• Gardening, maintenance, and handyman skills to undertake grounds keeper tasks on the property.</li> <li>• Ability to operate light mechanical machinery.</li> <li>• Ability to prioritise work and undertake tasks as directed.</li> <li>• Ability to manage time efficiently to undertake planned and unplanned maintenance tasks.</li> <li>• Ability to work as part of a team and maintain effective working relationship.</li> <li>• Must hold and maintain a QLD Drivers Licence.</li> <li>• Possession of a current Working with Children blue card is an essential requirement.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Qualifications in horticulture, permaculture etc</li> <li>• Demonstrated experience in a similar role</li> </ul>
<p>Other Requirements</p>	<p><b>Vaccine Preventable Diseases (VPD) Requirements</b></p> <p>It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:</p> <ul style="list-style-type: none"> <li>▪ Measles</li> <li>▪ Mumps</li> <li>▪ Rubella</li> <li>▪ Varicella (chicken pox)</li> <li>▪ Pertussis (whooping cough)</li> <li>▪ Hepatitis B</li> <li>▪ COVID-19</li> <li>▪ Seasonal Influenza</li> </ul> <p>We encourage applications from people with lived experience of eating disorders (recovered for at least 2 years), and family members/carers of people with eating disorders.</p> <p><b>At all times:</b></p> <ul style="list-style-type: none"> <li>• Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and quality improvement programs</li> <li>• Conduct yourself in a professional manner.</li> <li>• Have exceptional interpersonal relationship skills and a positive attitude</li> <li>• Strive to act in accordance with the vision, mission and objectives of Wandí Nerida</li> <li>• Follow Wandí Nerida's policies and procedures.</li> <li>• Follow/participate in occupational health and safety measures.</li> <li>• Act considerately around the workplace and have regard for the well-being of fellow staff, volunteers and our service users.</li> <li>• It is a requirement of all positions at Wandí Nerida that the person has a Working With Children Check clearance (pass) and Police check and complete required vaccination status to work in a Queensland Health Service.</li> </ul>

- All staff should be aware of and actively uphold the Wandí Nerida values.
- We practice truth without judgement, fostering social connection.

# WANDI NERIDA

<p>Overview</p>	<p>Wandi Nerida is the trading name for Butterfly Residential Care Pty Ltd and is limited by shares. It is a not for profit company 100 percent owned by the Butterfly Foundation, Australia's leading national charity for eating disorders and body image issues.</p> <p>Wandi Nerida is situated on a beautiful, serene 25-acre block in the Mooloolah Valley on the Sunshine Coast and will make a significant contribution to improving treatment options for Australians with eating disorders. It will be a licensed private mental health facility that provides a unique service within the eating disorder care continuum and accepts referrals from all states and territories in Australia. Within the ecosystem of eating disorder services, Wandí Nerida will fill the gap between hospital admission and outpatient care to provide an opportunity for a more intensive psychological recovery and more seamless integration of services.</p> <p>This purpose-built, multidisciplinary staffed facility will provide a healing space where people living with eating disorders can work, over time, towards healthy minds and bodies. The B-FREEDT model is recovery orientated integrating lived experience as a key feature of our staffing model. In addition, to Wandí Nerida providing a safe, innovative environment for those most in need of psychological and physical care, it will be an important pilot project for future Australian models and facilities. The care we deliver will allow us to gather the evidence we need to make the case for the provision of high-level residential care and support across multiple sites around Australia.</p>
<p>Meaning Behind Wandí Nerida</p>	<p>We are thankful for the involvement of local elders who came to our property and offered insight into the traditional culture and stories of the region. In doing so, they gifted us with the name <b>Wandí Nerida</b>, which means to “gather together to blossom”.</p> <p><i>The meaning behind this name comes from a small insect that was very unhappy within itself.</i></p> <p><i>All it wanted to do, was break free and live a life worth living. It knew, that if it stayed the way it was, then one day someone would come along and squash it into the ground and it would be nothing but a worthless downtrodden squashed bug.</i></p> <p><i>So in all its wisdom, it isolated itself in a cone, drawing strength from itself to become a new creation so it could fly off and explore the many different levels in life.</i></p> <p><i>Reasoning behind, why there's so many beautiful butterflies in the world today, flying around exploring the many new heights in life.</i></p>
<p>Vision</p>	<p>Intervention is early in illness and episode, treatment is effective, affordable and accessible and treatment is sustained.</p>
<p>Mission</p>	<p>Change the experience of eating disorders: Saves lives, minimise incidence and impacts, improve quality of life and make recovery a reality.</p>

<p>Values</p>	<p>Wandi Nerida values are at the core of everything we do and support our model of care. All participants, staff and families are expected to support our values being translate into practice.</p> <p><b>I: Integrity:</b> we are honest, open, ethical and fair and we. <b>Innovate:</b> in everything we do we challenge our ideas of what's possible</p> <p><b>C: Connect with Compassion:</b> we show up as real, vulnerable transparent human beings who speak from the heart, value other's contributions, and invest in each's others growth.</p> <p><b>A: Accountable:</b> We welcome honest conversations that challenge when necessary and don't make assumptions- we ask and answer questions and rely on each other to make solutions.</p> <p><b>R: Respect:</b> The trust and respect we have for each other infuses passion into everything we do</p> <p><b>E: Encourage with Equality:</b> We believe that greatness comes from unlocking each other's potential and valuing our differences</p>
<p>Objectives</p>	<ul style="list-style-type: none"> <li>• Advocate excellence and consistency in the culture of care and support for people with eating disorders and encourage a better understanding of the complexities of eating disorders and the need for a compassionate, flexible and holistic response.</li> <li>• To operationalise Australia's first Residential Eating Disorder Facility and provide effective affordable, accessible care.</li> <li>• To provide an efficient model of care and sustainable financial model for viability and the foundation and development of other facilities in Australia</li> <li>• To ensure there is clinical and economic evaluation of the B- FREEDT model to support evidence-based practice and research for carers and families effected by eating disorders</li> <li>• Increase access for all people with lived experience of an eating disorder and carers in Australia to effective treatment and support.</li> <li>• Ensure that everyone in the Wandi Nerida team feels recognised for their skills and experience, is fully engaged and supported in making their contributions and that the organisation is providing opportunities for professional growth and development.</li> <li>• To ensure Wandi Nerida is well integrated into both the National and State Systems of care to provide sustained recovery for those effected by an eating disorder</li> </ul>

Wandi Nerida acknowledges Aboriginal and Torres Strait Islander people as Australia's first people and traditional custodians.

Wandi Nerida is committed to embracing diversity and welcomes all people irrespective of body shape and size, ethnicity, faith, age, sexual orientation and gender identity. More information about our commitment to reconciliation, diversity and inclusion is available here: <https://butterfly.org.au/who-we-are/reconciliation-inclusion/>.