



POSITION TITLE	Technical Officer, The Cube Wodonga
AWARD AND CLASSIFICATION	Wodonga City Council Enterprise Agreement 2024 Band 4
DIRECTORATE	Community Development
BUSINESS UNIT	Cultural Services
REPORTS TO	Technical Coordinator, The Cube Wodonga
SUPERVISES	The Cube Technical Casuals
EMPLOYMENT STATUS	Part Time
DATE	January 2026
EMPLOYEE NAME	

ORGANISATIONAL CONTEXT

Wodonga Council's vision for the city is to be seen as a 'progressive, well-planned city that is affordable, offers an abundance of opportunities and is led by strong, empathetic stewardship'. This vision will support us to realise our mission 'to strengthen the community in all that we do'.

POSITION OBJECTIVES

This position is part time and hours will be allocated according to business needs over a calendar week and may include weekends, evenings and day time work.

This position provides technical, OH&S, risk assessment and general staffing support to activities occurring in The Cube Wodonga and other council sites to ensure the smooth operation and successful execution of performances, functions, exhibitions and events hosted by both Council and external hirers. This includes design and delivery of Audio Visual components for performances and events and bump in and out of events.

ACCOUNTABILITY AND EXTENT OF AUTHORITY, INCLUDING DUTIES

With guidance from the Technical Coordinator, this position may be responsible to undertake any of the following duties as allocated from time to time:

our values

TRUST - RESPECT - INTEGRITY - LEARNING

our mission

WE WILL STRENGTHEN THE COMMUNITY IN ALL THAT WE DO

- Efficiently carry out set-up and pack-up of spaces within the venue according to the needs of hirers as directed.
- General housekeeping and maintenance on the venue as instructed and safe to do so.
- Work with the Technical Coordinator to develop, implement and maintain OH&S operating procedures for The Cube Wodonga
- Work with the Technical Coordinator to develop and implement innovative operating systems for the venue; including the retractable seating, pit lids, staging and various event set ups.
- Provide accurate, timely and meaningful advice to the Technical Coordinator and Team Leader, The Cube Wodonga.
- Completion of internal documentation in relation to the work carried out including checklists and reporting.
- Work within and monitor OH&S policies and risk management procedures to ensure the safety of yourself and all other users of the venue. Ensure OH&S, public and professional liability, security, and emergency management is adopted by hirers, contractors and council staff.
- Work with council staff, community and commercial clients to assist in the delivery of their event to the highest possible standard, fostering constructive relationships within a safe environment
- Work on functions and events as rostered by the technical coordinator including outside of standard business hours and weekends.
- Provide general assistance to the council's calendar of events outside of the venue where required.

COUNCIL EMPLOYEE VALUES AND BEHAVIOURS

You are expected to demonstrate the values in your everyday work and your interactions with colleagues and the community.

Trust	<p>Talk straight – Say what you mean and mean what you say</p> <p>Create transparency – Do not withhold information unnecessarily or inappropriately</p> <p>Right wrongs</p> <p>Practice accountability – Take responsibility for results without excuses</p> <p>Extend trust – Show a willingness to trust others, even when it involves a measure of risk</p>
Respect	<p>Treat other people with courtesy, politeness and kindness, no matter what their position or opinion</p> <p>Listen first – Seek to understand others before trying to diagnose, influence or prescribe</p>
Integrity	<p>Tell the truth in an appropriate and helpful manner that does not compromise the organisation's objectives and values</p> <p>Keep confidences</p> <p>Do what you say you will do to the best of your ability</p> <p>Be open about mistakes</p> <p>Speak of those that are absent only in a positive way</p>

Learning	Work together and learn from each other
	Continuously improve and innovate
	Be open to change
	There is a high degree of responsibility for results – delivery without excuses

CAPABILITIES AND BEHAVIOURS

Demonstrate competency in each of the 7 capabilities of an Officer, according to the People and Performance Framework in Attachment 1, and practice the corresponding behaviours indicated for each capability.

JUDGEMENT AND DECISION-MAKING SKILLS

- Ability to use sound judgement to make decisions.
- Ability to follow well-documented procedures in relation to duties performed and follow guidance and advice from the Technical Coordinator.
- Ability to problem-solve and deal with problems in a time-sensitive manner.

SPECIALIST KNOWLEDGE AND SKILLS

- Basic knowledge of Event and Theatrical equipment, including:
 - Lighting fixtures and control systems;
 - Set up and operation of audio systems;
 - Projection and other AV systems;
 - Signal distribution and cable management
- Ability to undertake manual handling tasks including moving furniture, loading and unloading road cases, large set items and technical equipment from trucks and vans in a safe manner.
- Ability to follow directions to ensure consistency in set-ups associated with the venue under the guidance of the Technical Coordinator.
- Knowledge of Occupational Health & Safety requirements for Live Entertainment and Event Industries, public liability standards and responsibilities.
- Understanding of the importance of good record keeping and the ability to effectively use Council's document management system.

MANAGEMENT SKILLS

- Ability to plan and organize workload as delegated by the Technical Coordinator.
- Ability to provide basic guidance, advice and training to other staff members with regards to routine technical matters.
- Ability to represent The Cube Wodonga favorably to hirers at all times.
- The ability to assist and direct hirers when required.

INTERPERSONAL SKILLS

- Oral communication skills to communicate with clients, members of the public, and other employees, and enable the resolution of minor problems.
- Ability to interact as part of a team to produce positive outcomes for the venue and participate in continuous improvement activities.

- The ability to work with diverse groups and individuals.
- Good customer service skills.
- A flexible non-judgmental approach to working with people.

INFORMATION TECHNOLOGY SKILLS

Be computer literate and have the ability to quickly learn and adopt software programs used by the organisation relevant to the position.

Ability to learn and operate new lighting and audio operating systems and consoles.

CUSTOMER SERVICE SKILLS

Meet Council's Customer Care expectations including:

- Being honest, ethical and professional;
- Being helpful and courteous;
- Listening with respect and understand the customer's issues;
- Meeting commitments made;
- Keeping the customer informed;
- Ensuring that the customer clearly understands what is being said;
- Apologising if a mistake is made and attempt to make it right; and,
- Assisting customers with physical, sensory or intellectual disabilities, to achieve equitable access to our services.

EMERGENCY MANAGEMENT DUTIES

As part of this role, the incumbent is expected to assist The Cube Wodonga in dealing with any emergency situation which affects the operation of the council and/or wellbeing of the community.

QUALIFICATIONS AND EXPERIENCE

- Completion of Year 10 High School Certificate or relevant experience and/or relevant industry-based training course.
- Industry relevant qualification (Cert 4 or above) or 3 plus years' experience working in a conference or performance venues, including theatre lighting, live audio and audio visual operation and set-up.
- Intermediate Riggers permit (preferred)
- Test and Tag License (preferred)

LICENCES AND MANDATORY REQUIREMENTS

- Current Drivers Licence
- National Police Check (required to be supplied by the employee or prospective employee prior to commencement)
- Victorian Working with Children Check (required to be supplied by the employee prior to commencement, and renewed as required)

- Current First Aid Certificate (required to be supplied by the employee prior to commencement, and renewed as required)
- Pre-Employment Functional Assessment

EQUAL OPPORTUNITY EMPLOYER

Wodonga Council is an equal opportunity employer. We ensure fair, equitable and non-discriminatory consideration is given to all applicants, regardless of age, sex, disability, marital status, pregnancy, sexual orientation, race, religious beliefs or other irrelevant factor. We recognise our proactive duty to ensure compliance with equal opportunity and other workplace-related legislation, and to eliminate all forms of discrimination.

INHERENT REQUIREMENTS OF THE JOB

For details of the inherent requirements of the job, please see Attachment 2.

COGNITIVE JOB DEMANDS

The position is required to operate at the Officer level and will be required to demonstrate the personal competencies and behaviours detailed in the People and Performance Framework attached. The cognitive demands of the role include:


- Having difficult or uncomfortable conversations.
- Meet performance expectations.
- Working in a professional capacity within the work environment.
Being willing and able to adapt to change.
- Demonstrating resilience under pressure, and in changing and challenging circumstances.

KEY SELECTION CRITERIA

- Demonstrated experience working in a conference or performance venue, including theatrical lighting, live audio, audio visual operation and set-up; or industry relevant qualification/s (Cert 4 or above).
- Physically capable of completing manual handling tasks including moving furniture, loading and unloading road cases, large set items and technical equipment from trucks and vans in a safe manner.
- Demonstrated knowledge of Occupational Health & Safety requirements for Live Entertainment and Event Industries, public liability standards and responsibilities.
- Evidence of being detail oriented and able to systematically follow instructions in relation to ensuring consistent standards for room set up, technical delivery and venue presentation.
- Demonstrated ability to communicate professionally and effectively with internal and external stakeholders including commercial and community clients, general public, contractors and other council staff.

Staff member signature

People and performance framework

CUSTOMER SERVICE AND COMMUNICATION  Understanding and valuing our customer needs to make sure we provide quality customer service.		BUILD AND ENHANCE RELATIONSHIPS  Collaborating and working with our people and community.	PLAN, ORGANISE AND DELIVER  Performing work to the best of our ability to deliver successful outcomes for our people and community.
FUTURE FOCUS  Identifying ways we can do better and anticipating future opportunities.	PEOPLE DEVELOPMENT  Looking after the personal and professional growth of our people.	MANAGE HEALTH AND WELLBEING  Recognising the importance of staff health and wellbeing.	SAFETY AND RISK MANAGEMENT  Prioritising safe and ethical behaviour and decision-making in everything we do.

Customer Service and Communication

Demonstrates commitment to a high standard of service to customers and the community.	<ul style="list-style-type: none"> • Is helpful, shows respect, courtesy and fairness with staff and customers • Demonstrates empathy and a willingness to assist • Communicates information clearly • Listens and asks questions to understand customer needs and point of view • Proactively seeks solutions and keeps customers informed of progress • Operates within council procedures and policies • Writes in a way that is logical and easy to follow
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Build and Enhance Relationships

Works co-operatively and effectively with others.	<ul style="list-style-type: none"> • Demonstrates clear, open and honest communication • Works constructively to resolve conflict • Shows enthusiasm to help others • Listens and respects the value of different views, ideas and ways of working • Builds and sustains positive relationships with staff and customers • Actively participates in team and other activities • Keeps others informed and seeks clarification when required
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Plan, Organise, Deliver

Organises and prioritises own work to meet work commitments.	<ul style="list-style-type: none"> • Demonstrates effective use of time and resources to meet expectations and achieve outcomes • Understands what is required of the role and how this contributes to team priorities • Keeps appropriate people informed on progress of tasks and projects • Seeks information when required, demonstrates initiative • Undertakes to complete all tasks with a positive, can-do attitude
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Future Focus	
Looks for improvements and is adaptable to change.	<ul style="list-style-type: none"> • Understands council vision and purpose and how their role fits in • Is willing to adapt to changing processes, systems, technology and environments • Looks for improvements and better ways of doing things • Seeks support and clarification when required
People Development	
Welcomes opportunities for learning and self-development.	<ul style="list-style-type: none"> • Displays council values • Reflects upon own performance • Seeks and acts upon feedback • Sets goals for personal and professional development • Finds ways to learn and improve in the completion of day-to-day tasks • Takes responsibility for own work and meeting job requirements
Manage Health and Wellbeing	
Takes responsibility for self-care and managing work-life balance.	<ul style="list-style-type: none"> • Demonstrates effective time management and prioritising of tasks • Is aware of, controls and expresses their own emotions appropriately • Recognises when support is needed • Accepts responsibility for their own actions and outcomes • Is aware of the importance of self-care
Safety and Risk Management	
Takes responsibility for personal actions and reports safety and compliance concerns.	<ul style="list-style-type: none"> • Remains vigilant in ensuring a safe working environment for self and others • Is aware of risk and takes action to prevent problems • Reports hazards, incidents (including near misses) and compliance concerns in a timely way • Understands the importance of honesty and transparency • Avoids and discloses conflicts of interest and guards against the misuse of council resources and assets • Complies with policies and procedures

ATTACHMENT 2

FREQUENCY	% OF WORK DAY / TASK
Rare (R)	0-5%
Occasional (O)	6-33%
Frequent (F)	34-66%
Constant (C)	67-100%

INHERENT REQUIREMENTS OF THE JOB

Wodonga Council will provide reasonable adjustments to assist a person with a disability to perform these inherent requirements of the job.

TASK	DESCRIPTION	INHERENT REQUIREMENTS	DEMAND	FREQUENCY			
				R	O	F	C
Event assistance	Assistance with the set up and pack up of equipment and furnishings	<ul style="list-style-type: none"> Liaison with staff of all levels Working in collaboration with external agencies (hirers) Adhere to procedures, and ensure hirers do so Driving company vehicles Visual inspection Console use with supervision Moving furnishings and equipment with / without assistance from others and aids 	Sitting		X		
			Standing			X	
			Walking			X	
			Lifting up to 10kgs			X	
			Lifting up to 20kgs		X		
			Lifting above 20kgs (2 person lift)	X			
			Carrying up to 10kgs			X	
			Carrying up to 20kgs		X		
			Pushing			X	
			Pulling			X	
			Climbing / Bending / Twisting			X	
			Squatting			X	
			Kneeling		X		
			Reaching			X	
			Fine motor		X		
			Neck postures			X	
			Accepting instructions			X	
			Providing instructions			X	
			Sustained concentration			X	
			Decision making/ Simple problem solving			X	
			Supervision of others		X		
			Interaction with others			X	
			Exposure to confrontation		X		
			Respond to change			X	
			Prioritisation			X	