

Find your career
at the City of
Ballarat



Find your Career – at City of Ballarat

Impact at scale. Your work shapes services, spaces and experiences for our community every day. **Meaningful growth.** Clear pathways from entry roles to senior specialist and leadership positions. **Flexibility and support.** Modern tools, learning and hybrid work where roles allow. **Proudly working with and for our community.**

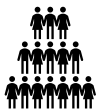
How we are organised

Our organisation is structured into the Office of the CEO and five divisions – Community Wellbeing, Corporate Services, Development and Growth, Economy and Experience, and Infrastructure and Environment.

Working in Local Government offers a stable, diverse career with significant community impact. Roles span a wide range of career paths from engineering to urban planning, health, IT and environmental management.

City of Ballarat is proud to attract, develop and retain an inclusive, high performing and engaged workforce to ensure we meet current and future service delivery needs and community expectations.

Community profile



124,543 Population in 2025*



9.8% Population growth 2021–2025* Population forecast for 2025–2046 a growth of 31.97%*



10,133 Businesses in 2024#



63,084 Jobs in 2024#



\$7.80B Gross Regional Product in 2024#

Our top industries 2023/24#



Health Care and Social Assistance



Education and Training



Construction



Retail Trade



Manufacturing



Sources: * forecast.id, ^ profile.id, # economy.id

Business Units, Tasks and Roles

Office of the CEO

The Office of the CEO looks after two distinct business areas; The Executive Officer, and Communications and Design.

| Office of the CEO | |
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| Executive Office | |
| Why work in this area: Work at the centre of city leadership—support the Mayor, Councillors and Executive Leadership Team to serve the community. | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • CEO Support • Civic Support • Town Hall | <ul style="list-style-type: none"> • CEO • Head of Executive and Civic Services • Coordinator Civic Events • Coordinator Civic Support • Coordinator Town Hall Operations • Business Support Officer • Executive Support Officer • Town Hall Keeper |

| Communications and Design | |
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| Why work in this area: Craft the City's voice and visuals—turn strategy into stories the community engages with. | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • Advocacy • Communications • Visual Communications • Digital Content | <ul style="list-style-type: none"> • Head of Communications and Design • Graphic Designer • Visual Communications Officer • Advocacy Coordinator • Advocacy Officer • Digital Content Producer (Website) • Digital Content Producer (Social Media) • Communications Officer |

Five Directorates – One Vision

City of Ballarat is based on Five Directorates – Community Wellbeing, Corporate Services, Development and Growth, Economy and Experience and Infrastructure and Environment. Each Directorate has specific Business Units looking after our community needs now and in the future.

Community Wellbeing – Design programs that improve health, inclusion and lifelong learning for people across every age and stage. Through specialist units—Engaged Communities, Family, Youth and Children's Services, Libraries and Lifelong Learning, Recreation Services—we deliver services and projects for our community.

| Community Wellbeing | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Engaged Communities | |
| Why work in this area: Co-design projects that strengthen safety, inclusion and local resilience. | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • Community Development • Community Infrastructure Planning • Emergency Management • Health and Social Planning • Reconciliation and Social Inclusion | <ul style="list-style-type: none"> • Coordinator Community Development • Community Grants and Engagement Officer • Community Development Officer • Comm. Infrastructure Projects Officer • Coordinator Health and Social Planning • Social Planning Officer • Free From Violence Project Officer • Comm. Safety Wellbeing Officer • Comm. Inclusion Officer • Intercultural Services Coordinator • Social Inclusion Action Group • Administration Officer • Resilient Communities Program Officer • Municipal Fire Prevention Officer • Coordinator Emergency Management |

Family, Youth and Children's Services

Why work in this area: Support children, young people and families with services that change outcomes.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • Administration • Child Health • Children's Services • Early Childhood Partnerships • Stakeholder Engagement • Youth Development | <ul style="list-style-type: none"> • Team Leader Administration • Administration Officer • Coordinator Youth Services • Manager Community Child Health • Coordinator Early Years Partnerships • Youth Development Officer • Team Leader Youth • Immunisation Nurse Coordinator • Maternal & Child Health Coordinator • Maternal & Child Health Nurse (Universal and Enhanced) • Early Childhood Educator • Early Childhood Teacher • Centre Coordinator • Centre Cook • Coordinator of Kindergartens • Coordinator Quality and Compliance • Parent Place Facilitator • Team Leader Playgrounds • Supported Playgroup Facilitators |

Libraries and Lifelong Learning

Why work in this area: Champion access to knowledge and lifelong learning in inclusive, welcoming spaces.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • Ageing Well • Library Services | <ul style="list-style-type: none"> • Coordinator Library Services • Team Leader Library services • Coordinator Community Engagement and Partnerships • Library Admin • Learning Services Librarian • Learning Services Officers • Loans Officer • Digital Learning Librarian • Events and Exhibitions Librarian • Cataloguer • Programs and Services Assistant • Acquisition and Learning Officer • Team Leader Community Connection • Community Engagement Officer • Community Connector • Team Leader community connections • Team leader sector development • Coordinator Ageing well services • Community Programming Librarian • Sector Engagement and Project Officer |

Recreation Services

Why work in this area: Activate healthy lifestyles and venues that bring people together.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • Ballarat Aquatic and Lifestyle Centre (BALC) • Facilities • Infrastructure • Planning | <ul style="list-style-type: none"> • Coordinator Sports & Recreation Strategic Planning • Coordinator Infrastructure & Masterplans • Project Manager Recreational Facilities • Manager BALC • Venue Manager BRSF & Mars Stadium • Sports Events Acquisition Officer • Recreation Officer Club Liaison and Support • Aquatic Education Team Leader • Aquatic Education Teacher • Aquatic Program Officer • Aquatic Services Coordinator • Duty Manager • Lifeguard • Gymnastics Team Leader • Gymnastics Supervisor • Gymnastics Coach • Gymnastics Assistant Coach • Customer Experience Officer • Fitness and Community Engagement Team Leader • Dry Program Officer • Health Club Officer • Customer Experience Team Leader • Customer Experience Officer |

Corporate Services – Enable the organisation to deliver—through finance, people, tech and governance excellence – we deliver services and projects for our community.

| Corporate Services | |
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| Business Services | |
| Why work in this area: Make it easy for teams to deliver—through CX, Information Management, procurement, fleet and performance systems | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • Customer Experience and Information Management • Fleet • Procurement • Integrated Planning and Performance | <ul style="list-style-type: none"> • Team Leader Customer Experience • Customer Services and Systems Support Coordinator • Information Management Systems Support Coordinator • Team Leader • Information Management • Procurement Coordinator • Procurement Officer • Contracts Coordinator • Manager Fleet Services |

| Financial Services | |
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| Why work in this area: Turn numbers into decisions—provide trusted reporting and advice that powers delivery. | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • Accounts Payable • Revenue • Accounts Receivable • Accounting Services | <ul style="list-style-type: none"> • Management Accountant • Revenue Officer • Financial Accountant • Payments and Receipts Coordinator • Accounts Payable • Revenue Coordinator • Accounts receivable officer • Accounts payable officer |

Governance and Risk

Why work in this area: Safeguard integrity and wellbeing so our services remain safe, compliant and resilient.

| Tasks | Roles |
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| <ul style="list-style-type: none">• Compliance• Council meetings• Governance• OHS/mySafety• Risk and Insurance | <ul style="list-style-type: none">• Coordinator Safety and Wellbeing• Senior Risk Officer• Governance Project Officer• Coordinator Risk, Governance and Compliance• Injury Management Advisor |

People and Culture

Why work in this area: Grow capability, culture and careers—so everyone can do their best work.

| Tasks | Roles |
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| <ul style="list-style-type: none">• Workplace Relations• Organisational Development• Payroll | <ul style="list-style-type: none">• People & Culture Business Partner• Gender Equality Officer• Organisational Development Lead• Workplace Relations Lead• Child Safe Officer• Remunerations and Benefit Manager• Payroll Officer• Administration Officer |

Information Services

Why work in this area: Run secure, modern platforms and networks people rely on every day.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • ICT Customer Support • ICT Governance • ICT Program • ICT Infrastructure Services • Technology Platforms | <ul style="list-style-type: none"> • Coordinator ICT Governance • ICT Governance Officer • ICT Cyber Security Lead • ICT Contracts and Assets Administration • ICT Customer Support Team Leader • ICT Customer Support Officers • Coordinator Technology Platforms • Data Analytics Lead • ICT Architect • Business Systems Specialist • Core System Specialist • Spatial Specialist • ICT Program Coordinator • ICT Project Manager • ICT Business Engagement Lead • Team Leader ICT Infrastructure Services • ICT Cloud Administrator • ICT Network Administrator |

Development and Growth – Plan Ballarat’s future—guiding sustainable growth, heritage and great urban design. Through specialist units—City Design, Development Facilitation, Regulatory Services—we deliver services and projects for our community.

| Development and Growth | |
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| Regulatory Services | |
| Why work in this area: Protect public health, safety and amenity with fair, effective regulation. | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • Environmental Health • Compliance & Local Laws • Building • Animal Services • School Crossings | <ul style="list-style-type: none"> • Coordinator Animal Services • Shelter Supervisor • Team Leader Animal Management • Animal Handler • Coordinator Building Services • Municipal Building Surveyor • Environmental Health Officer • Veterinary Support Attendant • Project Officer – Compliance • Meter Technician • Parking Officer • School Crossing Supervisor |

City Design

Why work in this area: Shape great public places and open spaces that people love to use.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • City Design • Open Space Planning and Design | <ul style="list-style-type: none"> • Team Leader City Design • Team Leader Open Spaces • Senior Landscape Architect • Active Transport Project Manager • Design Advisor • Landscape Development Officer |

Development Facilitation

Why work in this area: Balance growth, heritage and sustainability through smart policy and decisions.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • Heritage and Cultural Landscapes • Sustainable Growth • Statutory Planning • Strategic Planning | <ul style="list-style-type: none"> • Sustainable Growth Planner • Growth Areas Infrastructure Engagement Officer • Coordinator Statutory Planning • Principal Statutory Planner • Principal Strategic Planner • Planning Business Analyst • Principal Transport Planner • Coordinator Heritage • Heritage Project Officer |

Economy and Experience – Grow a thriving local economy, creative identity and unforgettable visitor experiences. Through specialist units—Arts and Events, Art Gallery of Ballarat, Economic Growth, Visitor Economy—we deliver services and projects for our community.

| Economy and Experience | |
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| Arts and Events | |
| <p>Why work in this area: Create moments that spark pride and participation across our city.</p> | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • Events • Eureka Centre • Cultural Venues | <ul style="list-style-type: none"> • Visitor Experience Officer • Events Officer • Events Partnerships Officer • Events Manager • Theatre Technician • Production Officer • Producer Creative Engagement • Education and Public Programs Officer • Business Support Officer • Manager, Eureka Centre • Manager, Cultural Venues • Marketing Specialist • Coordinator Programming and Creative Partnerships • Coordinator Commercial and Visitor Experience • Coordinator Production and Technical Services • Ticketing Services and Events Officer • Senior Producer Creative Partnerships |

Art Gallery Ballarat

Why work in this area: Curate nationally significant collections and programs for diverse audiences.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • High-impact initiatives delivered with partners across Council. | <ul style="list-style-type: none"> • Director Art Gallery Ballarat • Assistant Director – Curatorial • Assistant Director – Engagement • Curator • Collection Officer • Collection Manager • Exhibitions & Graphic Designer • Art Handler • Installation and Facility Coordinator • Visitor Experience Lead • Gallery Educator • Audience Engagement & Learning Coordinator • Visitor Experience Officer • Gallery Visitor Services Officer • Heritage Collections Officer |

Economic Growth

Why work in this area: Help businesses start, expand and invest—creating jobs and a resilient economy.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • Airport Management • Creative City • Economic Development • Grants • Victorian Goldfields World Heritage Bid | <ul style="list-style-type: none"> • Strategic Grants Officer • Coordinator Creative City • Community Art Officer • Ballarat Airport Commercial Manager • World Heritage & Regional Development Lead • Economic Development Officer • Airport Reporting Officer • Coordinator Economic Growth • World Heritage Engagement Officer • Public Art Officer • Creative City Officer |

Visitor Economy

Why work in this area: Promote Ballarat as a must-visit destination and support quality visitor experiences.

| Tasks | Roles |
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| <ul style="list-style-type: none">• Marketing• Sustainable Destination Development | <ul style="list-style-type: none">• Coordinator Marketing• Marketing Officer• Digital Content Producer• Digital Business Officer• Marketing & Communications Officer• Sustainable Destination Development Officer• Visitor Economy Officer• Business Events Development Officer• Executive Support Officer – Tourism Midwest• Sustainable Development Coordinator• Visitor Service Officer |

Infrastructure and Environment – Build and care for the city’s assets and natural environment—leaving a visible legacy. Through specialist units—Enterprise Portfolio Management Office, Infrastructure, Major Projects, Operations, Property and Facilities Management, Waste and Environment—we deliver services and projects for our community.

| Infrastructure and Environment | |
|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enterprise Portfolio Management Office | |
| Why work in this area: Prioritise and coordinate the projects that matter most for our community. | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • High-impact initiatives delivered with partners across Council. | <ul style="list-style-type: none"> • Change Manager EPMO • Enterprise Portfolio Analyst • Strategic Planning Lead • EPMO Controller |

| Infrastructure | |
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| Why work in this area: Engineer and deliver the networks that connect our city, safely and sustainably | |
| Tasks | Roles |
| <ul style="list-style-type: none"> • Asset Management • Capital Program • Development Engineering • Infrastructure Delivery • Stormwater Engineering • Survey and Design • Traffic and Transport | <ul style="list-style-type: none"> • Manager Assets • Development Engineer • Asset Systems Lead • Asset Surveillance Lead • Asset Surveillance Officer • Asset Management Officer • Traffic Engineer • Survey Officer • Engineering Designer • Stormwater Engineer • Contracts Administrator • Administration Officer • Coordinator Infrastructure Delivery • Plant Operator – Construction |

Major Projects

Why work in this area: Lead complex, high-profile builds with lasting community benefit.

| Tasks | Roles |
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| <ul style="list-style-type: none"> High-impact initiatives delivered with partners across Council. | <ul style="list-style-type: none"> Senior Projects Manager Manager Project Delivery Project Manager Project Officer Business Support Officer |

Operations

Why work in this area: Keep the city moving and looking its best—every day, in every season.

| Tasks | Roles |
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| <ul style="list-style-type: none"> Civil Operations Gardens and Natural Resources Road Maintenance, Pathways and Drainage Urban Forest and Open Spaces Business Operations | <ul style="list-style-type: none"> Supervisor Road Network Road Maintenance Worker Supervisor Pathways & Drainage Operations Scheduler Operations Contracts Supervisor Supervisor City Entrances Supervisor Lake Wendouree Administration Support Officer Plant Operators Gardeners Curator Gardens and Nursery Team Leader Nursery and Collections Team Leader Parks and Nursery Lake Weed Harvester Supervisor Trails and Waterways Coordinator Parks and Gardens Supervisor Sports Reserve Leading Hand Sports Reserve Irrigation Technician |

- Grounds Maintenance –Sports Reserves
- Supervisor Urban Forest
- Arborist
- Team Leader Arboriculture
- Natural Resource Officer
- Supervisor Parks Maintenance
- Leading Hand Parks Maintenance
- Coordinator Urban Forest and Open Spaces
- Supervisor Unsealed Roads
- Leading Hand Grader Driver
- Supervisor Pathways and Drainage
- Coordinator Civil Operations
- Coordinator Operations Contracts
- Supervisor Parks and Gardens Contracts
Operations Contracts Supervisor
- Operations Contracts Administrator
- Business Support Officer
- Coordinator Business Operations
- Operations Administration
- Operations Rapid Response
- Tree Surveillance Officer
- Customer Service Tress Inspector

Property and Facilities Management

Why work in this area: Care for the places where community life happens.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • Facilities Management • Property Management Projects | <ul style="list-style-type: none"> • Property Officer • Naming Officer • Coordinator Projects • Coordinator Property • Coordinator Facilities • Building Asset Planner • Facility Management Project Officer • Facilities Management Officer • Maintenance Scheduler • Property and Facilities Compliance Officer • Facilities Maintenance Tradesperson • Facilities Management Supervisor • Building Design Standards Officer • Graffiti Officer • Painter • Senior Contracts Officer |

Waste and Environment

Why work in this area: Drive a cleaner, greener Ballarat through circular economy and sustainability.

| Tasks | Roles |
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| <ul style="list-style-type: none"> • Circular Economy • Landfills and Transfer Station • Sustainable Environment • Waste and Street Cleaning Operations | <ul style="list-style-type: none"> • Circular Economy Project Officer • Kerbside Transition Project Officer • Administration Traineeship • Environmental Support Officer • Sustainability Officer • Carbon Neutrality Sustainable Economy Officer • Landfills and Transfer Stations Coordinator • Senior Environmental Compliance Officer • Project Manager • Waste Collection Driver • Street Cleaning Operator • Street Sweeping Operator |

Career pathways

Choose a path that fits you—develop as a specialist or step into leadership. Lateral moves across divisions are encouraged to broaden your skills and impact.

Ready to explore roles?

Visit: www.ballarat.vic.gov.au/careers

Email: info@ballarat.vic.gov.au



“I can see the impact of my work when a new precinct comes to life.”

— **Amelia, Senior Planner, Development & Growth**

“There’s real mentorship here—I moved from a service desk role into platform engineering.”

— **Sam, ICT Customer Support Officer, Corporate Services**

“Our team keeps Ballarat moving. It’s hands-on and incredibly rewarding.”

— **Riley, Operations Team Leader, Infrastructure & Environment**

“We craft experiences that put Ballarat on the map and support local business.”

— **Priya, Coordinator, Visitor Economy**

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