



shire of Ashburton  
reef to range

# Coordinator Roads

Tom Price

Application Package  
December 2021

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## **ABOUT THE ROLE**

# Coordinator Roads

Residential – Tom Price | Full time, Ongoing

Starting salary \$100,331.62 p.a.

Negotiable, dependent on skills and experience

Shire provided housing is available for this role, along with significant relocation assistance where required.

Shortlisting may commence immediately.

*The Shire of Ashburton serves communities across a vast region in the Pilbara, Western Australia. The region is known for mining, agriculture, tourism, and fishing, and for its rugged, ancient landscape.*

## About the Position

The Shire is currently seeking an experienced Coordinator Roads to oversee our roads crews and contractors, managing routine and reactive maintenance and infrastructure projects, WA-NDRRA claims, assessments and grant applications, and other programs such as Regional Road Group and Roads to Recovery.

Our ideal candidate will have relevant qualifications and project management and transport infrastructure experience and a proven ability to deliver timely project outcomes. Regular travel between Shire towns and rural locations is a requirement of this role.

This position offers a competitive remuneration package including annual Ashburton Allowance, superannuation matching and six (6) weeks' annual leave. All other terms and conditions are as per the Shire of Ashburton Enterprise Agreement 2017.

For further information regarding this exciting opportunity, please contact Matt Fanning, Acting Director Infrastructure Services 0417 107 171.

## Submitting your Application

Applications must be submitted online via the Shire of Ashburton website: [www.ashburton.wa.gov.au](http://www.ashburton.wa.gov.au) by **9:00 AM Friday 21 January 2022**.

*The Shire of Ashburton is committed to diversity and strongly encourages candidates from different cultural, gender and age backgrounds to apply*

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## Position Description

Coordinator Roads	
Position Number	JA.243
Directorate	Infrastructure Services
Department	Roads and Civil Projects
Job Family	Coordinator
Reports To	Manager Roads and Civil
Direct Reports	Roads Maintenance and Construction Officers
Location	Tom Price / Onslow (frequent intra Shire travel)
Industrial Instrument	Shire of Ashburton Enterprise Agreement 2017
Classification	Level 6

### Vision

To contribute to the social, economic, and environmental prosperity of the Shire of Ashburton by providing in alliance with others, strong community leadership, advocacy, and cost effective facilities and services.

### Values

Respect    Openness    Teamwork    Leadership    Excellence    Health and Wellbeing

### About the Role

#### Role Objective / Purpose

Responsible for the effective and timely provision of transport and infrastructure services for the Shire, including supervision direction of the road maintenance and construction team.

#### Key Role Outcomes

Oversee the effective, reliable, timely, and compliant operation of Shire's transport and infrastructure operations which includes among other things;

- Monitor budget, works scheduling, ordering, and procuring, developing procedures, and engaging in road maintenance, construction and infrastructure tasks as required.

Ensure, at all times the safety of all relevant users and community members, the safe operation of Shire infrastructure, and the safety of staff and contractors, which may include, among other things:

- Develop Safe Work Method Statements and Job Safety Analysis;
- Preparation and implementation of Safety, Quality and Environmental Management Plans;
- Safety training and compliance amongst the team; and

- Facilitate incident reports and assist in safety investigations.

Effectively oversee and direct duties of road maintenance and construction staff to ensure safe and effective operation of transport infrastructure including but not limited to:

- Supervise staff, induction, training;
- Performance monitoring and communication via regular toolbox meetings;
- Works scheduling and rostering;
- Assist in hiring and selection;
- Mentoring and broader leadership of the team; and
- Maintenance Management System operations.

### Work Duties

The position description does not act to limit or set specific duties required to fulfil this role, this document serves to describe the role and outline the required outcomes and to set expectations. All employees are required to have a flexible approach to their work, including undertaking work duties which may fall outside those required of this role. All employees must comply with reasonable and lawful directions.

This role may require working in isolation and residing in a construction camp for work periods.

### Core Competencies

The following competencies are required of **all roles** within the Shire and are ranked to reflect differing levels of responsibility. These competencies reflect the Shire's Values of Respect, Openness, Teamwork, Leadership, Excellence, Health and Wellbeing which apply at all times, to all staff, in all roles.

Competency	Required Level
<b>Health and Safety</b>	Advanced: Develops Job Safety Analysis, Safe Work Method Statements and other safety procedures for own work area and related work areas. Train and coach others in safety procedures. At all times acts in accordance with the principles identified in the Local Government Act and State and Federal legislation.
<b>Accountability</b>	Proficient: May manage work of others. Able to keep track of multiple, important details amongst a wide range of activities. Will manage work flows and adapt, interpret or modify procedures to achieve objectives. Mostly autonomous with broad discretion. Assessed on outcomes rather than task completion.
<b>Judgement and Decision Making</b>	Proficient: Decision making requires analysis of data and involves consideration of aspects that are more conceptual than definitive. Judgement is applied in a leadership capacity, and may require innovation or judgment applied to new or unknown problems or matters.
<b>Time Management</b>	Highly Proficient: Develop and implement short, mid and long term outcomes for the work area(s).

<b>Customer Service</b>	Advanced: Effectively communicate with clients and members of the public and in the resolution of minor matters. The employee will reflect and always demonstrate the code of conduct of the organisation, its values and work with the highest level of integrity.
<b>Financial Management</b>	Advanced: Develop or assist in the development and monitoring of budgets for a function or work area. Line management responsibility for parts of the department budget that apply to work area.
<b>Leadership</b>	Intermediate: Required to influence and lead a small team or functional area. Leadership by oversight, supervision and participation.
<b>Role Specific Competencies</b> These are the specific competencies required of the role.	
<b>Competency</b>	<b>Required Level</b>
<b>Problem Solving</b>	Proficient: Solve problems requiring an assessment of a range of options with elements of complexity and may impact beyond the immediate work area. Problem solving of varied, new and unique problems is frequent. Acting at all times in accordance with management directives, policies of Council and legislative requirements.
<b>Policy or Legislative Interpretation</b>	Intermediate: Apply knowledge of policy framework to procedures and tasks, including providing advice and interpretation to staff and members of the public.
<b>Supervision Skills</b>	Proficient: Line management responsibility for staff delivering a range of administrative, technical or professional services.
<b>Conflict Resolution</b>	Advanced: Able to resolve a predictable range of conflict of opinions where resolution is not immediate and negotiation skills are required.
<b>Communications Skills</b>	Intermediate: Business level written and verbal language skills expected for most roles where a major portion of the communication is written. This includes ability to use standard office programs, including formatting, spellcheck and use appropriate grammar. Able to resolve minor matters.
<b>Equipment Operation</b>	Highly Proficient: Operates heavy duty machinery requiring an appropriate licence and specific training. This may include vehicles requiring a HR licence.
<b>Report Writing</b>	Intermediate: Undertake initial or straightforward drafting of reports, submissions or non-standard correspondence.

<b>Administration Skills</b>	Intermediate: Able to use software to complete more complex administration tasks.
<b>Policy and Procedure Development</b>	Intermediate: Research, develop and recommend / suggest changes for internal procedures or work processes which impact on the section or department.
<b>Project Management</b>	Fundamental: Maintain records, filing systems, contract details, variation records and other support and control mechanisms within a project based environment.

### **Licenses, Registrations, Memberships or Qualifications Required of Role**

#### **Essential**

- Minimum C Class Drivers Licence;
- Current National Police Clearance (dated within 6 months of commencement);
- White Card; and
- Worksite Traffic Management Certification.

#### **Desirable**

- Provide First Aid Certificate;
- MR Licence; and
- Advanced Worksite Traffic Management certification.

### **Experience, Skills, Knowledge Required of Role**

#### **Essential**

- Previous experience in roads maintenance and construction role or equivalent;
- Previous supervisory experience, scheduling, and work planning experience; and
- Previous experience in preparation and review of safety documentation.

#### **Desirable**

- Previous experience in other infrastructure maintenance and construction; and
  - Experience with working in the rural regional context – including remote work which may require residing in a construction camp for work periods.
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## Employment Conditions & Benefits

### CONDITIONS

Employment conditions are in accordance with the *Shire of Ashburton Enterprise Agreement 2017 (EA)*.

### ALLOWANCES

Ashburton, Annual Leave Travel and Health & Wellbeing allowances are applicable as per the *EA*.

Ashburton Allowance	\$4,304.66
Annual Leave Travel Allowance	\$968.55
Health & Wellbeing Allowance	\$269.04

Other benefits may include professional memberships, private usage of a fully maintained Shire vehicle, provision of a mobile phone, tablet and/or laptop, flexibility in working arrangements as well as travel, training and personal development opportunities.

### SUPERANNUATION

Along with 10.0% Superannuation guarantee, we offer a generous Superannuation matching scheme (up to a total of 22% and 25% after 2 years), with salary sacrifice options.

### ANNUAL LEAVE

Six (6) weeks annual leave per annum with no additional leave loading applicable.

### LONG SERVICE LEAVE

Thirteen (13) weeks after ten (10) years continuous Local Government service which is transferable between Local Governments in Western Australia.

### ACCOMMODATION

Under the current Accommodation Directive, all full time and part time employees are able to apply for either free Shire accommodation or rent relief, pending eligibility and availability.

### UNIFORM AND PPE

Corporate uniforms are provided as per the *EA*. Uniforms considered PPE will be provided upon commencement and will be replaced as required.

## What do you need to do before expression of interest?

### COVERING LETTER

The covering letter should include the title of the position you are applying for, as well as the position reference number. You should explain why you are applying for the position, outline the relevance of your skills and how you may be contacted during normal business hours, should you be progressed to the next stage of the recruitment process.

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## RESUME

Your resume should be up to date and provide personal details such as your name, address, and telephone number as well as relevant work history, education, training, courses attended, qualifications and professional memberships. Relevant work history should commence with the most recent position you have held as well as the dates/period of employment. In the description of your work history give only a brief summary of the duties and responsibilities for each of the positions.

## REFEREES

You should include in the resume the names and contact numbers of at least two (2) recent referees. It is our preference to make contact with referees from positions you've held which are related to the role you're applying for, if viable. At least one referee should be your current manager, alternatively a manager from a previous position may be used.

## SUBMITTING YOUR APPLICATION

Please apply by clicking 'Apply' on the job ad on our website: [www.ashburton.wa.gov.au](http://www.ashburton.wa.gov.au)

## NEXT STEPS

Once you have submitted your expression of interest you should start thinking about the next steps of the recruitment process and gather documentation to address the mandatory requirements for the role, this will include:

- 100 points of ID;
- National Police Clearance;
- Current Driver's Licence; and
- Required qualifications, tickets or other licences.

You may also be required to undergo pre-employment checks such as psychometric testing, medical assessments and drug and alcohol screening – ensure you have documentation or evidence of any medical conditions or medication prior to medical testing being conducted.

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## ABOUT THE SHIRE OF ASHBURTON

## TOM PRICE

Some 747m above sea level, Tom Price is the highest town in Western Australia commonly referred to as the 'Top Town in WA'. It is a modern, fully serviced town, and is an ideal base for exploring the wonders of Karijini National Park which is just an hour away.

The town offers unique opportunities such as mine site tours, canyoning tours to the gorges, and a large variety of natural attractions including Mt Nameless/Jarndunmunha, Aboriginal carvings, local water holes and parks. Millstream Chichester National Park is also just a few hours away from Tom Price – Python Pool is a must!

From Tom Price you can experience everything that's makes the Pilbara so epic, not just the national parks, but WA's tallest mountains which are waiting to be conquered! Be ready to be amazed by vast red landscapes, the greatest sunrises and sunsets you'll ever see, not to mention the clearest skies – perfect for stargazing. Tom Price is home of great events like the Karijini Experience (April) and the Nameless Jarndunmunha Festival (August). It's definitely the best home base for adventure!

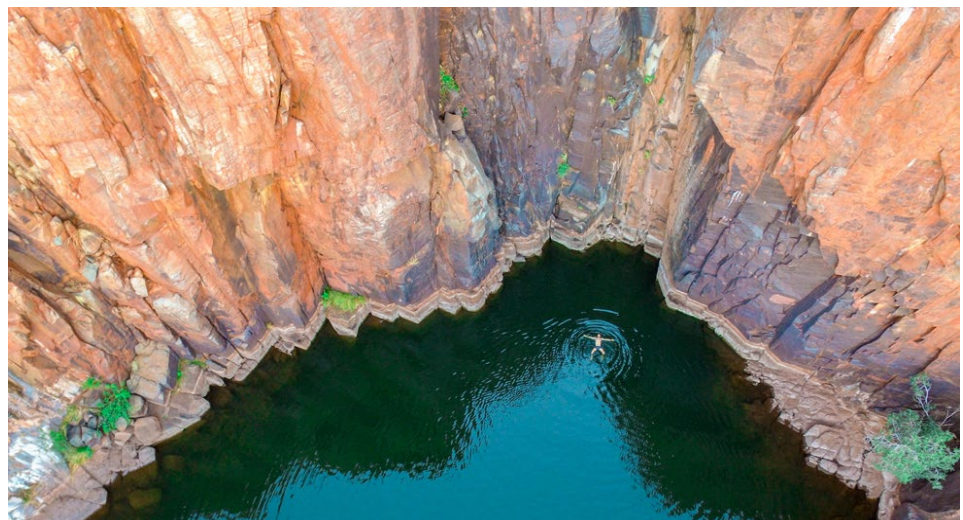


*Left:*

*Canyoning in Karijini National Park*

*Right:*

*Python Pool, Millstream Chichester National Park*



There is also a great community spirit in Tom Price with over 70 active community groups and sporting clubs. There's everything you may need in town or you can go sightseeing, spider walking through the gorges, swimming at Hamersley Gorge or Fern Pool and generally experience what Karijini and the Pilbara have to offer while you're here – it's worth it! Tom Price is also only half a day's drive to the magnificent Ningaloo Coast. What more can you ask for?

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*Mount Nameless/Jarndunmunha*

Tom Price's most notable land mark is definitely the majestic Mt Nameless/Jarndunmunha. Jarndunmunha is culturally important to Eastern Garuma people, and is associated with a sacred narrative that describes the activities of two girls and their dingo who travelled up the hill. The two girls turned to stone on the mountain. The song for Jarndunmunha is still sung by Eastern Garuma Elders and Traditional owners. Jarndunmunha, the mountain is located approximately 4kms from town and 1128m above sea level.

It is the highest accessible peak by vehicle in Western Australia and offers spectacular panoramic views of the township, Rio Tinto Iron Ore Mine and the surrounding ranges. The drive is approximately 30 minutes and is accessible by 4WD only. A challenging walk from the base of the mountain is approximately a 1 - 3 hour return hike, depending on fitness levels.

Tom Price has a variety of business facilities including a post office, a hospital, chemist, mechanics, hairdressers, supermarket, boarding kennels, home hardware store, home appliance store and a choice of eateries.

## ONSLOW



Onslow is the oldest town in the Shire of Ashburton and offers a variety of other scenic and historical attractions in the town and nearby, such as the Heritage Trail, Ian Blair Memorial Walkway, ANZAC Memorial, Four Mile Beach, Termite Mound Viewing Area, Bobby's Tree, Good Shed Museum and Staircase to the Moon. Of course, there are also fishing and crabbing opportunities. Onslow is also the gateway to the magnificent Mackerel Islands, and is within a few hours' drive of Coral Bay, Exmouth and the Ningaloo Reef.

In recent years Onslow has become a hub of major industrial activity focused on natural resource extraction and is home to large scale projects such as Wheatstone LNG, Macedon Gas, Onslow Salt, the Onslow Marine Support Base and the Shire's own Class IV Waste Management Facility which is currently in developmental stages. The town also boasts a modern airport which provides direct flights to and from Perth.

Onslow also hosts a range on new recreational facilities, catering to the sports and social needs of the community:

**Onslow Aquatic Centre**, consisting of a six lane 25m pool with an additional freeform beach entry area. The centre has a fully retractable shaded pool and lawn area, a kiosk to purchase hot food, snacks and cold drinks, a pro-shop full of swim training equipment. The perfect place to host a birthday party with free pool toys for entertainment and large inflatables for hire.

**Multi-Purpose Complex**, including a full size sports gymnasium, as well as basketball, indoor soccer, netball, badminton and volleyball courts.

**Tennis Courts**, managed by the Onslow Sports Club where keys can be obtained. The lights are operated by a coin box. There is one synthetic and one paved court.

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**Onslow Community Garden**, a thriving garden in the centre of town which enables residents and visitors to share the pleasure of outdoor activity, wholesome food and community spirit. Complete with BBQ facilities and a wood fired pizza oven, the garden hosts regular community events.



## The other Shire towns...

### PARABURDOO

Paraburdoo is a 40-year-old purpose built mining town that lies on the desert fringe of the Hamersley Ranges.

It is renowned for its beautiful scenery, wildlife diversity and interesting short European history. Palm Springs is a permanent water source with exceptional bird watching. It is a Heritage Site for the Innawonga People, located 50km north along Paraburdoo Tom Price Road. Kelly's Pool is 8kms out of town and the local year round water hole with picnic facilities. Paraburdoo is also where the Pilbara regions beloved 'Red Dog' was born.

### PANNAWONICA

Pannawonica is a purpose built mining town, constructed in 1970 and is one of few 'closed mining towns' in WA, a term used by mining companies to describe towns where facilities are limited for visitors and accommodation is reserved for mining staff. The town ultimately provides a home for Rio Tinto employees and their families, working out of the Pannawonica mine site. The smallest town in the Shire of Ashburton, with just under 700 residents, the quaint desert town offers a great home base for adventure!

Millstream Chichester National Park is just 100km down the road from Pannawonica – Python Pool is a must.

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