



**Operator
(Road Construction)
ONSLOW
Casuals**

Application Package August 2021

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ABOUT THE ROLE

Advert

Operator (Road Construction) Various Positions

Residential – Onslow | Casual, \$44.33 per hour, inclusive of casual loading, plus 10% superannuation.

About the Shire

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

About the position

The Shire is seeking to engage suitably qualified and experienced plant operators to support our Rural Roads Construction Crew. Reporting to the Coordinator Rural Roads, these casual positions are responsible for operating machinery and plant equipment to assist with the maintenance and upgrade of rural roads, while ensuring safe operation and minor maintenance of the equipment, and a safe workplace at all times.

Our ideal candidates will have a minimum HC class driver's license (MC preferable) and significant proven experience operating road construction equipment. Regular travel and extended overnight stays in rural locations are an essential part of this role with a roster usually requiring 12-hour days up to 12 days on site, with 2 days off in between each swing. Working hours and rosters will depend on environmental factors.

We are seeking experienced Operators who are flexible to travel and work these shifts generally for construction works. (Working conditions apply as per the Shire of Ashburton Enterprise Agreement 2017).

For further information regarding this exciting opportunity, please contact Matt Fanning, Manager Roads on 0417 107 171.

Submitting your Application

Applications must be submitted online via the Shire of Ashburton website: [Current opportunities » Shire of Ashburton](#)

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

The Shire may start shortlisting and interviewing, before the expiry date of the advert.

SHIRE OF ASHBURTON

Position Description

Road Maintenance Operator

Position Number	JA.81 / 203 / 244 / 334 / 338
Directorate	Infrastructure Services
Department	Roads and Civil Projects
Job Family	Laborer / Operational
Reports To	Road Maintenance Coordinator
Direct Reports	N/A
Location	Various Location (frequent intra Shire travel)
Industrial Instrument	Shire of Ashburton Enterprise Agreement 2017
Classification	Level 3

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

Role Objective / Purpose

Perform infrastructure maintenance and construction activities.

Key Role Outcomes

In an operational capacity, assist with the efficient and cost-effective maintenance and construction of the Shire's road network, which may include, among other things:

- Assist in scheduled maintenance or construction of the Shire road network;
- Assist in urgent repair or construction of Shire roads; and
- Engage in specialised heavy machinery operation.

Ensure at all times safe and efficient operation of road maintenance and construction tasks, safety of staff and contractors and safety of road users, which may include, among other tasks traffic management.

SHIRE OF ASHBURTON

Position Description

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.

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
Health and Safety	Intermediate: Assists in the development of Job Safety Analysis, Safe Work Method Statements, and other safety procedures for own work area. May coach newer or more junior staff in safety procedures. At all times acts in accordance with the principles identified in the Local Government Act and State and Federal legislation.
Accountability Change	Intermediate: Works under general supervision up to limited supervision. Applies discretion in own task sequencing, may develop job specific systems to assist in the completion of allocated tasks. Receives general direction and selective checking of work.
Judgement and Decision Making	Fundamental: Work procedures generally well established. Decisions made impact on local work areas and team. Discretion applied within established procedures. Judgement is limited to own work. May make simple recommendations within local work area.
Time Management Change	Intermediate: Able to manage own workload and prioritise within usual work patterns.
Customer Service Change	Fundamental: Provide a general service under direct supervision. May be learning or developing into customer service positions. The employee will reflect and always demonstrate the code of conduct of the organisation, its values and work with the highest level of integrity.

SHIRE OF ASHBURTON

Position Description

Financial Management	Fundamental: Adhere to set budgets in purchasing. May provide some general feedback in respect to costs and spending derived from operational responsibilities.
Leadership	Fundamental: Extent of leadership is setting a positive example through one's own actions to influence peers and supervisors.
Role Specific Competencies These are the specific competencies required of the role.	
Competency	Required Level
Problem Solving	Intermediate: Solve diverse problems which require assessment of a range of options having elements of complexity resolved using developed or learned skills and knowledge, acting at all times in accordance with management directives, policies of Council and legislative requirements.
Conflict Resolution	Intermediate: Able to handle a range of routine and usual requests from staff or members of the public and resolve minor differences of opinion and/or requiring further explanation.
Communications Skills	Fundamental: Can read and write English to an acceptable level for the workplace. Can follow written and verbal direction, safety instructions and other workplace specific terminology. Major portions of the work are verbal rather than written. Considerate when dealing with others.
Equipment Operation	Highly Proficient: Operates heavy duty machinery requiring an appropriate license and specific training. This may include vehicles requiring a HR license.

Licenses, Registrations, Memberships or Qualifications Required of Role

- Minimum HR / HC / C class driver's license;
- Current National Police Clearance (dated within 6 months of commencement);
- White Card, First Aid Level 1 - Traffic Management (preferably)

Experience, Skills, Knowledge Required of Role

- Previous experience operating road plant on roads and civil projects,
- Desirable - Experience with working in the rural regional context – including remote work offsite.

Position descriptions may be reviewed on an annual basis, as part of the Shires' annual performance review process.

Employment Conditions & Benefits

CONDITIONS

Employment conditions are in accordance with the *Shire of Ashburton Enterprise Agreement 2017 (EA)*. Casual employees are not entitled to annual leave and some allowances.

ALLOWANCES

Ashburton allowance is applicable as per the *EA*.

Some criteria, service and/or substantiation is required prior to payments being made.

Ashburton Allowance	\$4,304.66
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Other benefits may include training and personal development opportunities.

SUPERANNUATION

Along with 10% Superannuation guarantee, we offer a generous Superannuation matching scheme (up to a total of 22% and 25% after 2 years), with salary sacrifice options.

LONG SERVICE LEAVE

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

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 applying?

COVERING LETTER

The covering letter introduces yourself to the selection panel and 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, what you have to offer and how you may be contacted during normal business hours, should you be progressed to the next stage of the recruitment process.

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 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) referees. Referees may be contacted to verify your claims in relation to the selection criteria.

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 direct manager, alternatively a direct 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

NEXT STEPS

Once you have submitted your application 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 License; and
- Required qualifications, tickets or other licenses.

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.



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?



Mount Nameless (Jarndunmunha)

Tom Price's most notable landmark is definitely the majestic Mt Nameless. Known as Jarndunmunha to the local Indigenous people, meaning 'place of rock wallabies', 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 center 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.

Onslow Community Garden, a thriving garden in the center 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.
