

General Operational

The opportunity

We are seeking reliable and safety-focused General Operational employees to join our Civil Infrastructure Planning and Delivery team. In this role, you will undertake a variety of labouring, maintenance and construction activities supporting Council's Transport and Public Access network. Responsibilities include road and drainage maintenance, pothole repairs, footpath construction and maintenance, stormwater infrastructure works, concreting, weed management, roadside furniture repairs, traffic control activities and the operation of plant, tools and equipment. You will also be responsible for completing work records, maintaining equipment, following safe work practices and contributing to high-quality service delivery for our community.

The ideal candidate will have a can-do attitude, a willingness to follow instructions, a team player, proven experience in maintenance activities or a willingness to obtain. The successful applicant will demonstrate a strong commitment to safety, teamwork and customer service, together with the ability to undertake physically demanding outdoor work.

You must have:

- WHS General Construction Induction (White Card).
- Current Class C Driver Licence.
- Experience in civil construction, civil maintenance, landscaping, outdoor maintenance or a willingness to learn.
- Experience operating small plant and equipment including hand-held tools and machinery.
- Ability to work effectively as part of a team and contribute to achieving operational objectives.
- Demonstrated ability to communicate effectively with supervisors, team members and members of the public.
- Ability to work safely, follow procedures and maintain attention to detail.
- Competent literacy and numeracy skills.
- Ability to work autonomously and within a team environment.
- Willingness to obtain additional licences, tickets and competencies relevant to the role.

Remuneration: base salary commencing at $54,601 gross per annum
+ adverse working conditions allowance of $1,189.62 gross per annum
+ 12% superannuation
+ annual performance-based salary increases / bonus (1-3.5%)
+ annual award increase

For further information contact: Dom Smith on 0414 195 722.

Closing date: Sunday, 29 November 2026.

Interested?

Click on '**Apply**' to complete your online application.

You will be prompted through the application steps to ensure all relevant information is collected.

Further information?

For questions related to submitting your application online, our recruitment process or you require adjustments in the recruitment process, please contact the People and Culture on (02) 4780 5999 or hresources@bmcc.nsw.gov.au.

Why work at Blue Mountains City Council?

We are committed to creating a diverse, inclusive, and positive workplace cultural. Our teams are reflective of the communities in which we operate, and we value the unique contribution each team member makes to the Blue Mountains City Council. The work we do makes a real difference to the lives of our residents and community that maintains a sustainable eco city to reside in.

Blue Mountains City Council offers a diverse and unique range of employment opportunities from entry level through to senior management. These include flexible employment options with permanent, temporary and casual positions in full-time, part-time and job-share capacities.

Staff Benefits

There are a number of additional benefits, programs and social activities staff are eligible to participate in. Some of these include:

Benefits to support a healthy work / life balance

- 35-hour work week (full-time)
- Rostered day off RDO (9 day fortnight) (full-time)
- Flexible work arrangements
- A variety of Work Life Balance program initiatives
- Time in lieu
- Family / carers leave
- Health and wellbeing leave
- Long service leave entitlements after 5 years
- Leave for Defence and Emergency Service volunteers

Monetary Benefits

- Annual Award-based salary increases
- Annual Performance based salary increases (1-3.5%)
- Novated Lease
- Maxxia salary packaging and rewards
- Residents and workers from outside the Blue Mountains can apply for free parking permits
- Access to employee recognition and reward program
- Freedom to direct contributions to any compliant superannuation fund
- Free financial advice by a certified Financial Planner

Benefits to support your career progression

- Individual Learning and Development Plan for each employee
- Free access to on online learning platform with over 100 professional development courses
- Educational assistance
- Study leave
- Opportunity to participate in the LGMA Management Challenge
- Mentoring program
- Staff library membership

Benefits to support your health and wellbeing

- Wellbeing program
- Free access to counselling sessions through our Employee Assistance Program for you and your immediate family
- Gym membership discounts
- Free Flu vaccinations
- Staff social club

Next Steps

Your application will be assessed following the conclusion of the advertising period.

We will keep you informed during the recruitment process to:

- Advise you of your progress through each stage;
- Explain assessments that you need to complete;
- Notify you of the outcome of your application by email or phone, and
- Provide you with feedback on your request.

Additional information

- We encourage applications from everyone regardless of gender, age, ethnicity, cultural background, faith, disability or gender identity. People with a disability are encouraged to reach out so they can be supported to access adjustments in recruitment processes and in the workplace, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.

- We recognise the unique skills and attributes demonstrated by veterans in their service to our country. We value these same skills and attributes in serving our local community. We strongly encourage ex-service personnel to check out the variety of opportunities available, not only at Blue Mountains City Council but also within Local Government.

- Blue Mountains City Council is committed to building a culture of safety and inclusion for children and young people in the community.

- Suitable candidates are subject to employment screening which includes reference checks, Identity and Medical History Checks, and may also include a Nationally Coordinated Criminal History Check and Working with Children Check. Employment is subject to clearance of all these checks.

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