Application Package
2026

shire of Ashburton
opportunity to community

Acknowledgement

The Shire of Ashburton acknowledges all Native Title holders throughout the Shire.

We respect and honour the Traditional Owners, Custodians, Native Land Titles, and Elders past and present.

We acknowledge the stories, traditions and living cultures of Aboriginal peoples on this land and commit to building a brighter future together.

We are proud to comprise of many Nations in the Shire of Ashburton, including the Muntulgura Guruma People in the Tom Price region, the Thalanyji People in the Onslow region, the Yinhawangka People in the Paraburdoo region, and the Kurrama People in the Pannawonica region.

Your Career.
Your Community.
Your Future.

Build a meaningful career in one of Western Australia's most unique and rewarding regions.

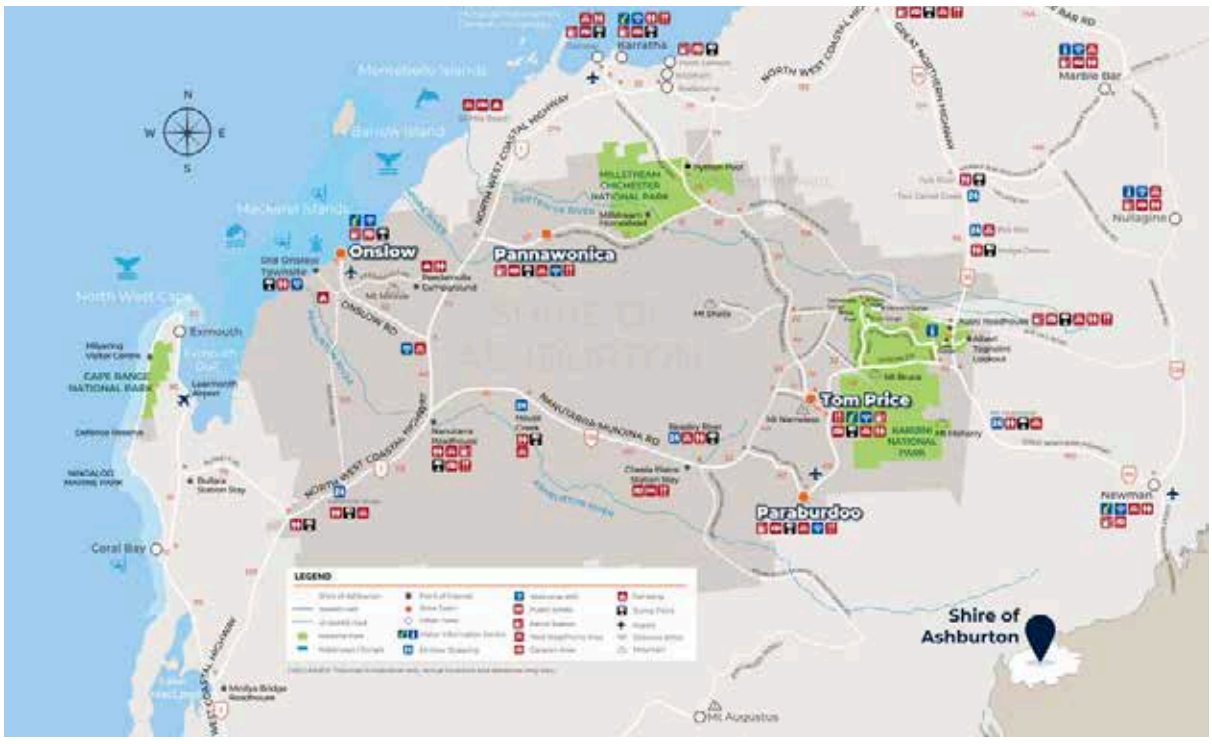
At the Shire of Ashburton, you'll be supported by strong benefits, genuine work-life balance and the opportunity to make a real difference every day.

opportunity
to community

Why Join the Shire?

At the Shire of Ashburton, we offer more than just a job – we offer a career where your contribution matters. Our Total Rewards approach combines competitive remuneration, strong benefits, career development and a supportive workplace culture to ensure our people are set up for long-term success.

Whether you are looking for stability, growth or a lifestyle change, we provide an environment where you can thrive both professionally and personally.



What Sets Us Apart

Stability and Job Security

Local government opportunities can foster long term career growth and stability for our employees and support them as they integrate their lifestyle into the community. This allows employees to build the secure future they desire, while making a lasting impact at the same time.

Remuneration

Our employees benefit from a competitive remuneration, a structured salary progression review and a guaranteed annual pay increase of 3% for the life of the Shire of Ashburton Industrial Agreement 2026. We also offer many other employee benefits that you can read more about below.

Performance and Career Growth

Our employees are supported through a structured annual Performance and Development Review process, that encourages two-way feedback. This process ensures that positions, responsibilities and behaviour expectations at the Shire are always transparent, and allows our employees the chance to discuss their professional goals and training and development opportunities with their Supervisor every year.

Learning and Development

The Shire of Ashburton is committed to building strong capabilities across our workforce. Our employees are supported with access to training, study assistance and on-the-job learning opportunities. The Shire actively promotes opportunities for higher duties, succession planning and leadership development to support employees as they progress in their careers at the Shire.

Meaningful Work and Community Impact

At the Shire of Ashburton, your work has a direct effect on the community. Whether you are delivering essential services, supporting local communities, or contributing to the future of the region, you will see the outcomes of your hard work and the difference it makes every day. We offer the kind of positions that allow you to go home knowing you have made an impact in your community.

Your Benefits

Employment Conditions and Inclusions

Employment conditions are in accordance with the **Shire of Ashburton Industrial Agreement 2026**.

Major highlights of this Agreement include:

Allowances

Cost of Living Allowance

Our employees receive a **$12,000 per annum** allowance, paid fortnightly (pro-rata for part-time), designed to support the cost of living in a regional environment and enhance your overall remuneration package.

Leave

Annual Leave

Enjoy **six (6) weeks** of annual leave per year, giving you the flexibility to rest, recharge and make the most of your time outside of work.

Personal Leave

Fifteen (15) days of paid personal/carer's leave per year ensures you are supported through illness or when caring for family members.

Paid Parental Leave

The Shire supports employees during important life stages by offering paid parental leave of up to **eight (8) weeks** at full pay or **sixteen (16) weeks** at half pay for eligible employees, helping you balance career and family with confidence.

Family and Domestic Violence Leave

We provide up to **twenty (20) days** of paid leave to support employees experiencing family or domestic violence, ensuring safety, support and time when it matters most.

Compassionate Leave

Up to **five (5) days** of paid compassionate leave is accessible for immediate family members, including the passing of a pet.

Wellbeing Day

Our employees receive a **$300 annual** Health and Wellbeing Allowance and a dedicated Wellbeing Day. This day is paid each year, allowing you to step away, reset and prioritise your personal wellbeing. Plus, we offer free access to Shire aquatic facilities. This is our way of offering and supporting a holistic approach to our employees' health.

Flexible End of Year Arrangements

The Shire offers flexibility during the end-of-year closure period, allowing employees to take leave or continue working where operationally suitable. This supports a diverse and inclusive workplace by recognising different cultural, personal and faith-based commitments, giving employees greater choice in how they manage this time of year.

Long Service Leave

The Shire provides access to pro-rata long service leave after **five (5) years** of continuous service, an enhanced entitlement that supports greater flexibility and earlier access to extended leave than is commonly offered.

Health and Wellbeing

Health and Wellbeing Allowance

Our employees receive a **$300 annual** Health and Wellbeing Allowance.

Uniform and PPE

All required uniforms and personal protective equipment are provided, including financial support for prescription safety glasses where required, ensuring your safety and comfort at work.

Employee Assistance Program (EAP)

Your wellbeing is a priority at the Shire. Employees and their immediate family members have access to a comprehensive **Employee Assistance Program (EAP**), offering confidential support for both personal and work-related matters.

Through our provider, employees can access a wide range of tools and services at their fingertips, including wellbeing self-assessments, resilience and lifestyle resources, exercise programs, and information to support mental, physical and financial wellbeing. Support is available 24/7 via phone triage, with access to professional guidance when you need it most, as well as app-based services that may include virtual GP access.

Accommodation

Shire Housing

For eligible roles, the Shire provides housing to support employees relocating to the region. This may include relocation assistance, helping make the transition to living and working in the Pilbara more accessible and sustainable.

Rent Relief

Eligible employees who are not provided with Shire housing may apply for rent relief, offering additional support with private rental costs in a regional environment.

Salary Benefits

Superannuation

A competitive superannuation package including a **12% employer contribution**, with a matching scheme for eligible salary sacrifice contributions. Employees contributing an additional 6% may access increased employer contributions over time, supporting total super contributions of **up to 27%** (subject to scheme terms).

Flexible Work, TOIL and Right to Disconnect

We support flexible working arrangements, time off in lieu (TOIL) and a genuine right to disconnect, helping you maintain a healthy balance between work and life.

Living and Working in the Pilbara

The Pilbara is unlike almost anywhere else in the world. It is an ancient, remote landscape that provides endless opportunities for adventure and communities like no other.

Often people come for a just a few years and stay for a lifetime. The red dirt (pindan) gets under your skin and into your bones. Once there, it's never truly leaves. The Shire of Ashburton spans an area roughly half the size of Victoria. Formed in 1972 through the merger of the Shire of West Pilbara and the Shire of Tableland, it is now one of the largest local government areas in Australia.

Experience a lifestyle that is both unique and rewarding:

- Strong sense of community and belonging
- Meaningful, diverse and impactful work
- Access to incredible natural landscapes and outdoor experiences
- Opportunities to contribute directly to community outcomes

tom price

Approximately 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 only 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 Jarndunmunha (Mt Nameless), local water holes and parks.

From Tom Price you can experience everything that makes the Pilbara so epic. Be amazed by vast red landscapes, beautiful sunrises and sunsets, not to mention the clearest skies, perfect for stargazing. Tom Price is home to fantastic events like the Karijini Experience (April) and the Jarndunmunha Festival (August). It's definitely the best home base for adventure!

There's an abundance of community spirit in Tom Price, with over **70 active community groups** and sporting clubs plus a jam-packed events calendar created by our dedicated Community Development team! Tom Price is also only half a day's drive to the magnificent Ningaloo Coast. What more can you ask for?

Tom Price's most notable landmark is the majestic Mt Nameless. Known as Jarndunmunha to the local First Nations People, meaning 'place of rock wallabies', the mountain is located approximately 4km from town and 1128m above sea level. It's 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.

Tom Price has a variety of facilities including a post office, hospital, chemist, mechanic, supermarket, boarding kennels, community garden, hardware store, home appliance store and a choice of eateries. Oh, and who could forget the Olympic-sized swimming pool with free entry for Shire of Ashburton staff!

onslow

Onslow is the oldest town in the Shire of Ashburton, established in 1924, and offers a unique opportunity to combine a rewarding career with a relaxed coastal lifestyle. Rich in history and character, the town is ideal for those who value meaningful work alongside a strong connection to place and community. Onslow's heritage is proudly showcased through local attractions such as Old Onslow, the Heritage Trail, Goods Shed Museum, **ANZAC Memorial**, Ian Blair Memorial Boardwalk and the iconic **Staircase to the Moon**, which continues to be a highlight for residents and visitors alike.

Set against a stunning coastal backdrop, Onslow offers easy access to outdoor recreation and nature-based experiences. Four Mile Beach provides the perfect spot to unwind after work, while **fishing and crabbing** opportunities are plentiful for those who enjoy life on the water. As the gateway to the pristine **Mackerel Islands**, residents can experience world-class marine environments, celebrated for clear waters, abundant sea life and exceptional fishing. Onslow is also well positioned within a few hours' drive of Coral Bay, Exmouth, Karratha and the renowned Ningaloo Reef, making weekend adventures easily achievable.

In recent years, Onslow has emerged as an important regional hub for industrial development and natural resource operations. The town supports major projects including Chevron-operated Wheatstone liquified natural gas plant, Onslow Salt, Mineral Resources Onslow Iron and the Shire of Ashburton's Class IV Waste Management Facility. Despite this industrial presence, Onslow has retained its welcoming, small-town feel and strong community identity. A modern airport offering direct Perth flights ensures convenient access for work and leisure.

Onslow also boasts a growing suite of recreational and community facilities that support work-life balance, including the Onslow Aquatic Centre, Multi-Purpose Centre, tennis courts and Community Garden. With its blend of career opportunity, coastal living and community, Onslow is an appealing destination for professionals seeking both professional fulfilment and lifestyle flexibility.

paraburdoo

Paraburdoo is a purpose-built mining town located on the desert fringe of the spectacular **Hamersley Ranges**, offering a unique blend of career opportunity, natural beauty and relaxed Pilbara living. Established over 40 years ago, Paraburdoo has grown into a welcoming, close-knit community that appeals to people looking for meaningful work paired with an exceptional regional lifestyle.

Surrounded by striking landscapes, the town is renowned for its scenic outlooks, abundant wildlife and fascinating history. Nature is never far away, with locals enjoying easy access to outdoor experiences year-round. The amazing **Karijini National Park** is just over an hour drive from town, as well as **Palm Springs**, a permanent freshwater oasis just outside town, is a popular spot for exceptional birdwatching and quiet reflection. After a 90km drive you can experience an outback oasis at **Cheela Plains,** a much-loved Station Stay – perfect for weekends with family and friends.

Paraburdoo sits within an area of deep cultural significance to the Yinhawangka People, whose heritage remains an important part of the region's identity. The town is also famously known as the birthplace of the Pilbara's beloved **Red Dog**, adding a sense of character and local pride to the community.

For job applicants, Paraburdoo offers more than just work – it offers balance. Residents enjoy short commute times, strong community connections and access to quality local facilities and services. The town's size fosters a supportive environment where newcomers quickly feel at home and are encouraged to get involved in local sporting clubs, community groups and events.

With its combination of rewarding career opportunities and unparalleled access to the natural beauty of the Pilbara, Paraburdoo is an ideal choice for those looking to build both a career and a lifestyle in one of Western Australia's most iconic regions.

pannawonica

Pannawonica is a purpose-built mining town established in 1970, offering a unique lifestyle tailored to those seeking stability, community connection and career opportunity in the Pilbara. As one of the few remaining “closed mining towns” in Western Australia, Pannawonica is designed specifically to support Rio Tinto employees and their families working at the nearby Pannawonica mine site. Accommodation and facilities are prioritised for residents, creating a safe, well-maintained and close-knit living environment.

With a population of just under 700 people, Pannawonica is the smallest town in the Shire of Ashburton, fostering a strong sense of belonging and community pride. New residents are quickly welcomed, with opportunities to get involved in sporting clubs, social activities and town events. The compact nature of the town means short commute times, less time spent travelling, and more time to enjoy life outside of work.

Set in a classic Pilbara desert landscape, Pannawonica is an excellent base for outdoor adventure and exploring the region’s natural attractions. **Millstream Chichester National Park** is located just 100km away and offers stunning landscapes, walking trails and popular swimming spots such as Python Pool – ideal for weekend escapes and family outings. Locals also look forward to key regional events, including the highly anticipated **Robe River Rodeo** held each September.

For job applicants seeking a lifestyle that prioritises work-life balance, Pannawonica delivers a quieter pace of life with the benefits of company-supported living, strong community connections and access to world-class natural environments. It’s an ideal option for individuals and families looking to put down roots in the Pilbara while building a rewarding career with long-term opportunities.

How Do I Apply?

☑ Cover Letter

Please ensure that your cover letter includes the title of the position you are applying for and outlines the relevant skills and experience you have. Don't forget your contact details and why you believe the Shire of Ashburton is the next step for you!

☑ Resume

Please ensure you include relevant experience, qualifications, and key skills that demonstrate your suitability for the role. We also encourage you to highlight any achievements or examples of your work that showcase your ability to contribute to our organisation and community.

☑ Referees

Please add the names and contact details of at least **two (2)** recent referees who can comment on your skills and expertise. It's our preference to contact referees from positions you've held which are closely related to the role you are applying for. Preferably, we'd like to chat to someone you currently work with, or your most recent Manager/s.

☑ Submitting Your Application

Applications must be submitted online via the **Shire of Ashburton website:** https://ashburton.pulsesoftware.com/Pulse/jobs The Shire reserves the right to only contact shortlisted candidates. Candidates invited for an interview must ensure they are familiar with the role and conditions as outlined in this document, prior to interview.

Next Steps

Once you have submitted your application, please prepare for the next steps of the recruitment process and gather the documentation below. Mandatory requirements for all positions at the Shire include:

- 100 points of Identification.
- A Current Driver's Licence; and
- Evidence of any essential qualifications, tickets or licence related to the position applied for.

Some positions are the Shire will also require a National Police Check, available from https://www.police.wa.gov.au/Police-Direct/National-Police-Certificates.

Please note some positions are subject to pre-employment checks such as psychometric or other testing, medical assessments and drug and alcohol screening. Candidates are encouraged to ensure that they have documentation or evidence of any medical conditions or medication prior to medical testing being conducted.

Start your Ashburton Adventure with us!

Join a community of employees in a workplace where:

- Your contribution is valued
- Your wellbeing is supported
- Your career can grow

Apply now or learn more at
www.ashburton.wa.gov.au/careers

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