



Careers

Business Improvement Analyst – Waste

Job No: JR30

Employment Status: Full time

Location: Armidale

Closing Date: 11:30pm, Sunday 20 September 2026

Help shape smarter, more sustainable waste services

Armidale Regional Council is looking for an analytical and solutions-focused Business Improvement Analyst – Waste to help improve the systems, processes and insights that support our regional waste services.

This is an opportunity to combine data analysis with practical implementation, working alongside operational teams to identify efficiencies, improve performance reporting and explore innovative opportunities in resource recovery and business growth.

The role

Reporting to the Manager Regional Waste, you will lead and support business improvement initiatives across the Regional Waste Team.

You will:

- Review data systems, workflows and operational processes to identify opportunities for improvement.
- Support the implementation of improved data platforms and reporting tools.
- Develop meaningful performance measures to support informed decision-making.
- Work collaboratively with operational teams to map and streamline business processes.
- Investigate new technologies, partnerships and service models within resource recovery.
- Undertake cost-benefit analyses and feasibility studies.
- Contribute to business cases and funding proposals for strategic initiatives.
- Build productive relationships with internal stakeholders, contractors and external partners.
- Monitor and report on budgets and procurement requirements.
- Promote a proactive safety culture that prioritises the wellbeing of staff, contractors, volunteers and the community.

What you'll bring

You'll be a curious problem-solver who enjoys turning data and insights into practical solutions. You thrive on identifying opportunities for improvement, building strong relationships and driving positive change.

To be successful in this role, you'll bring:

- Experience in business analysis, continuous improvement, systems implementation or a similar field.
- Strong analytical skills and the ability to translate data into meaningful insights and recommendations.
- Experience using reporting and data tools such as Power BI, Excel, GIS or similar platforms.
- The confidence to work collaboratively with a diverse range of stakeholders and influence positive outcomes.
- Excellent communication skills, with the ability to present information clearly and effectively.
- A proactive, innovative mindset and a passion for finding smarter ways of working.
- Relevant qualifications in business, data analytics, information technology, environmental science or a related discipline.

Experience in local government, waste management, resource recovery or project management will be highly regarded.

Careers



What you'll get

- Salary: \$102,555 per annum + superannuation.
- Meaningful work that delivers real outcomes for the community.
- The opportunity to drive innovation and continuous improvement.
- Ongoing learning and development opportunities.
- A collaborative, values-driven workplace.
- The chance to make your mark on the future of regional waste services.

In your application, we want to understand what motivates you to apply for this role and what you would bring to Armidale Regional Council. This is your opportunity to put your best foot forward and tell us why you're the right person for the role.

Please tell us:

- What would you bring to the ARC team, and why do you think you'd be a good fit?
- What sets you apart from other candidates applying for this role?
- How does this role fit into your longer term career goals?

Please include your cover letter, CV and a short video (up to 3 minutes) answering:

- Briefly introduce yourself,
- Tell us about a time you identified an opportunity for improvement and the impact it had on a team, process or organisation.
- How have you used data or reporting tools to support decision-making or solve a business problem?

Interviews are scheduled for 29 September 2026. Shortlisted candidates must be available on this date.

Please note:

Only .mov, .mp4, .wmv, and .avi files are accepted (maximum size 50 MB). You only need to respond to the five application questions (3 written and 2 video). Your resume and cover letter will still be assessed against all Essential Criteria in the Position Description. Please also upload PDF copies of your qualifications, tickets, and/or accreditations.

For a confidential discussion, call Guada Lado, Manager Regional Waste on 0427 791 869.

Be part of building something that matters.

Armidale Regional Council is an inclusive employer that does not discriminate based on race, religion, national origin, gender identity or expression, sexual orientation, age, or marital, veteran, or disability status.

Council recognises the unique skills and attributes demonstrated by service personnel in their service to our country and applications from ex-service personnel are welcome. All applicants who are veterans will be provided with specific feedback on their application if they are unsuccessful. The Local Government Rank to Grade Guide was developed to help both hiring managers and veterans understand how ADF skills and experience align with public sector jobs. You can use this guide as a tool to help you identify where your skills and qualifications align you to. For further information, and to access this guide, please click [Here](#).