CASSOWARY COAST REGIONAL COUNCIL

Position Description

Position Title:	Labourer / Operator
Team:	Asset Maintenance
Division:	Infrastructure Services
Reporting To:	Team Lead
Direct Reports:	Nil
Industrial Instruments:	Queensland Local Government Industry (Stream B) Award - State 2017 & Cassowary Coast Regional Council Certified Agreement 2023
Level:	3

THE ROLE

The Labourer/Operator, reporting to the Team Lead Civil, will work collaboratively with the Infrastructure Services team to maintain Council's infrastructure assets across the region, in accordance with recognised standards. The Labourer/Operator will undertake general labouring duties and operate light mechanical plant including rollers, ride-on mowers and various trucks.

KEY OUTCOMES

- Performance of tasks and labour under general supervision in accordance with the scheduled maintenance program, Capital Works Program as well as in response to emergent unscheduled activities
- Commitment to consistently achieve service standards
- Contribution to a culture of continuous improvement of systems, policies and procedures
- Compliance with all Work Health and Safety, traffic management, PPE and standard operating procedures and policies.
- Professionalism and integrity in all communications with stakeholders

KEY ACCOUNTABILITIES

- Undertake general construction, maintenance and labouring tasks associated with, but not limited to concreting, stormwater drainage, roads, roadside assets, bridges
- Undertake general maintenance, vegetation management and gardening duties of Council owned public open space (parks, recreation) and Natural Areas (foreshores, reserves); including pest management and removal and disposal of rubbish
- Operate light mechanical plant/equipment (including ride-on mowers, tractors and rollers) and trucks (up to and including medium rigid – not including street sweeper) using the correct work practices and procedures and as directed by the Supervisor
- Maintain and clean plant to a satisfactory condition, including daily checks and ensuring plant is regularly serviced. Report promptly any defect, malfunction or repair work necessary to keep the plant in a safe and roadworthy condition. Maintain other equipment and tools normally housed on the plant in a satisfactory condition and safeguard them against loss, theft or damage
- Work in various locations across the region to meet the operational needs of the team
- Deal with members of the public courteously, and advise Supervisor of complaints/queries promptly
- Work constructively with others in a multi-skilled environment

- Keep accurate record of duties, reported on the weekly timesheet and plant sheets
- Comply with all Council Policies and Procedures including the Code of Conduct for Council Employees
- Undertake any other duties, projects or tasks as directed by the Manager Asset Maintenance which generally fall within the scope of this position and are within the incumbent's skills, competence and training
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BEHAVIOURAL COMPETENCIES

- Practices behaviours aligned with Council's Values (Respect, Integrity, Courage) and Code of Conduct for Council Employees in all interactions with internal and external stakeholders
- Exercises responsibility and takes an ownership role for Work Health and Safety, Environment Protection, Equal Employment Opportunity (EEO), Anti-discrimination, Recordkeeping, Risk and Privacy obligations
- Models professional and ethical behaviour
- Focuses on performance and meeting team goals
- Acts proactively, exercises initiative and seeks opportunities for continuous improvement
- Responds flexibly to change
- Commits to personal and professional development

SELECTION CRITERIA

Essential:

- CPCCWHS1001 – Prepare to Work Safely in the Construction Industry (White card) or willingness to obtain prior to commencement
- Demonstrated experience and/or a keen interest in working outdoors
- Demonstrated problem solving and communication skills necessary to follow direction and work programs
- Ability to demonstrate behavioural competencies
- Current Queensland "C" class drivers licence

Desirable:

- 'MR' Class Driver's license
- Possession of an ACDC (Agricultural Chemicals Distribution Control) spraying certificate
- Possession of current competencies in Chainsaw Operation
- Certificate of competency i.e. Front End Loader / Backhoe, Roller Ticket or Skid Steer
- Traffic Controller's license
- Traffic Management Implementation (Apply Traffic Control Plans)