



Traineeship Opportunity!

Kickstart Trainee

Job No: 1854, 1855
Location: Regional
Status: Full Time, Fixed Term (12 Months)

Want to obtain a qualification and get paid from day one? Council is looking for our next cohort of motivated Trainees and Apprentices to join their team!

Western Downs Regional Council has been awarded the Queensland Large Employer of the Year for the Darling Downs South West Region for 2019, 2021, 2022, 2023 and 2024.

Be part of a team that make a real difference within the communities we serve. Our mission drives us, and we want you to be part of the journey.

Experience Western Downs It's the people that make it!

This Position Location is Regional and can be based in either Chinchilla, Dalby, Jandowae, Miles, Tara or Wandoan

The Opportunity

- **Hands-On Experience:** Gain practical skills and real-world knowledge while working alongside experienced professionals.
- **Career Development:** We invest in your growth through mentorship, workshops, and ongoing training.
- **Impactful Work:** Contribute to projects that directly benefit our residents and communities.
- **Inclusive Environment:** Join a diverse team committed to equity, collaboration, and positive change.

Council are seeking driven, friendly, passionate and confident individuals, to join our team. You will gain hands-on experience while completing a fully paid for qualification.

Important eligibility information.

These roles are designated for individuals who identify as having a disability.

To apply for a KickStart Traineeship with Council, individuals must:

- Identify as having a disability;
- Provide documented evidence of disability if offered a position;
- Not have a qualification that is equal to or higher than the qualification in the same field as your traineeship or apprenticeship;
- Be 15 or over and meet citizen, residency and Visa requirements; and
- Identify potential areas of interests in their application.

Work location and qualification will be tailored to suit the successful applicant's skills, interests, and abilities. Trainees can be based in any of Council's major regional centres, including Chinchilla, Dalby, Jandowae, Miles, Tara, and Wandoan, and gain valuable experience across a diverse range of Council departments. Placement opportunities may include Libraries, Parks and Recreation, Works, Records Management, Administration, and many other service areas.

About yourself

A person in this position will:

- Need to hold a relevant Year 12 Certificate in Education OR be able to demonstrate equivalent related experience;
- Have a basic understanding of their preferred working area;
- Be required to complete the agreed qualification within the contracted period;

- Be required to undertake pre-employment literacy and numeracy tests;
- Be willing to obtain an OH&S Construction Induction White Card prior to commencement (if applicable);
- Be required to pass a National Criminal History Police Check (if applicable);
- Be required to undertake a pre-employment medical (if applicable);
- Be able to work independently and in a team environment to work towards and achieve team objectives; and
- Be able to multi-task while maintaining high attention to detail.

What are the benefits for you?

- A safe and supportive entry level position, offering friendly and professional support throughout your employment;
- Improve skills and develop capabilities to succeed in future career opportunities;
- Paid full time employment for the duration of your qualification (12 months);
- Nationally recognised qualification paid for by Council;
- Uniforms and PPE provided;
- Online training and or regular face to face trainer contact;
- Hands on experience within a diverse organisation;
- Experience supervisors to coach, mentor and assist you to be successful;
- Work/life balance with 9 day fortnight or compressed roster;
- Access to Corporate Health Plan;
- Health and Wellbeing Programs;
- Salary Packaging Available - e.g. Motor Vehicles, Superannuation, Remote Area Housing (Rent), Fuel, Gas and Electricity; and
- Locality Allowance.

To apply for an apprenticeship/traineeship with Council, it is recommended you:

- Be above the age of 15;
- Be able to meet citizen, residency and Visa requirements to undertake a traineeship or apprenticeship; and
- Do not have a qualification that is equal to or higher than the qualification in the same field as your traineeship or apprenticeship.

Living & Working in the Western Downs:

[Experience Western Downs](#)

If you are looking to join an innovative and dynamic company, that provides staff with a work life balance and opportunities for growth with state of the art mentoring from professionals within its team, this may be the role for you. Be part of the community you serve. **TOGETHER WE MAKE A REAL DIFFERENCE.**

Applications close at Midnight AEST on Friday 13 November 2026.

Additional Information

The recruitment process may include candidates undergoing a pre-employment medical including drug and alcohol testing.

WDRC reserves the right to close or withdraw vacancies before the advertised closing date, or extend the closing date, without prior notice.

Applicants must have the legal right to work in Australia. Applicants who hold a valid Australian work visa are encouraged to apply.

How To Apply

To view the position description please click the Job Attachments tab, located next to the Advertisement tab at the bottom of the page. If you wish to be considered for the position, click the Apply button and complete your application as required.