

MURWEH SHIRE COUNCIL

Vacant Position

Final Trim Grader Operator

Murweh Shire Council is seeking an experienced Grader Operator to perform a variety of civil construction and maintenance duties across the Shire. Applicants must be fully competent in grader operations.

Exceptional candidates may be eligible for remuneration above the award.

This position is classified as Level 8 Stream B with a salary range of \$64,124 – \$83,000 depending on skills & experience.

Requirements of the job:

Essential:

- Current Qld Drivers licence Class C or above preferred
- Current Construction Safety Induction Card (White Card)
- Current Plant Operator Tickets/Certificates of competency
- Proven experience operating a grader for civil construction and road maintenance.
- Ability to perform final trim work to a high standard.
- Sound understanding of road construction and maintenance.

Desirable:

- Tickets or experience operating additional plant and equipment (e.g. roller, loader)
- (TMI) Current Traffic Management Implementation Ticket

To apply for this position:

- Review the Position Description available at www.murweh.qld.gov.au/council/employment
- Provide a covering letter detailing how you meet the Selection Criteria and/or the requirements of the position as per the Position Description.
- Email your response, Position Application form and Resume to recruitment@murweh.qld.gov.au
- For more information about this position contact Troy McQueen on 0427 745 071

Applications close: **midnight Monday 5 January 2026**

Murweh Shire Council
P.O Box 63
96-101 Alfred Street
Charleville Q 4470

☎ 07 4656 8355

✉ recruitment@murweh.qld.gov.au

🌐 www.murweh.qld.gov.au

📘 www.facebook.com/MurwehShire



Position Details	
Position Title:	<i>Plant Operator</i>
Department:	<i>Engineering</i>
Location:	Murweh Shire
Employment Basis	<i>Permanent Full-time</i>
Certified Agreement and Level:	Queensland Local Government Industry Award (<i>Stream B</i>) 2017 <i>Murweh Shire Council Certified Agreement 2022</i>
Level:	<i>8</i>
Reporting to:	<i>Supervisor or as directed</i>
Supervisors:	<i>Nominated Staff</i>
The Murweh Shire	
<p>Located in southwest Queensland, the Murweh Shire covers an area of 43,905km² with over 5000 people residing across the Shire primarily in the towns of Charleville, Augathella, Morven and Cooladdi. Our employees work across all towns in our Shire and our main administration office is located in Charleville. The town acts as a major commercial and tourism hub for the Shire forming part of a thriving region, with excellent schools, shopping and facilities that support the main industries of grazing, agriculture and tourism.</p> <p>Our Mission: <i>To promote a vibrant, inclusive, local government area through sustainable, responsive leadership.</i></p> <p>Our Values: <i>Underpinning our employee culture and behaviours:</i></p> <p> Compassion We have compassion for all Vision We look forward to set the path Trust We are trusted Pride We take pride in what we do and the way we do it Integrity We have transparency about the decisions we make = SUSTAINABILITY </p>	



Council's Expectations

General

- Performance may be reviewed annually against the responsibilities, accountabilities and behaviours defined in this role description.
- Consistently complete allocated tasks to a high standard and within agreed timeframes
- Undertake other tasks up to and including your ability, training and level.
- Maintain a professional image of Council as being efficient, courteous and customer focused.
- Undertake training as directed.
- Prompt response to service requests; be diligent in the delivery of assigned duties.

Organisational

- Completion of Timesheet, Logbooks and Pre-starts as required.
- Contribute positively and participate in team meetings as required.
- Completion of relevant position administration e.g. Guardian System
- Keep your supervisor informed of your activities and any factors that could impact on the public & Council operations.
- Personal planning to meet deadlines and notify Council staff promptly to avoid problems in their planning.
- Always ensure the security and appropriate intended use of Council information.
- Comply with the requirements of Council policies and procedures as amended from time to time.

Continuous Improvement & Quality Management

- Be a team player and assist proactively within the position's capacity.
- Be willing to accept responsibility for own actions and decisions, and to be held accountable for them.

Performance Measurement Criteria (guide only)

- *No internal complaints received*
- *Minimal customer complaints received*
- *All tasks completed within agreed timeframes*
- *Timesheet, Logbooks and Pre-starts are completed on time*
- *100% Completion of all required training*
- *100% of required Health and Safety documentation is completed and hazards & incidents reported in a timely manner*
- *All tasks are planned and completed to a high standard with minimal errors*
- *Demonstrated participation in requested tasks and involvement in team activities*

Organisational Responsibilities

All employees are bound by the *Queensland Local Government Act 2009* to act with integrity, and in a way that shows proper concern for the public interest. All employees are responsible for acting in accordance with the Murweh Shire Council Code of Conduct and other relevant policies, procedures and protocols as may be applicable to the role. Policies are accessible to employees on the Council's website under "Council Policies".



As a representative of Council, demonstrated professionalism and a commitment to a high level of service and continuous improvement in the best interest of Council and the Community are essential.

Workplace Health & Safety

All workers have a duty to familiarise themselves with and comply with statutory and Murweh Shire Council Work Health and Safety requirements, including but not limited to, our Safety Management System, protocols, Policies, Procedures and work instructions. In fulfilling this duty, workers are to:

- Take reasonable care for their own health and safety.
- Take reasonable care that your acts or omissions do not adversely affect the health and safety of others.
- Comply with the Work Health and Safety Act, Regulations, Codes of Practice and Council's Work Health and Safety Policies and Procedures.
- Comply with instructions given by the relevant manager and/or supervisor in respect of the health and safety of themselves and the health and safety of others.
- Comply with the requirements of Council policies and procedures as amended from time to time.
- Participate in the consultation and communication processes as prescribed in the *Consultation, Cooperation and Coordination Code of Practice 2021*.

Position Overview

This plant operator position is responsible for delivering a high level of service in operating plant and machinery for the construction and maintenance of Council's Infrastructure. The role involves a variety of tasks.

Including but not limited to; grader, roller, loader, bobcat, backhoe, tractor/slasher, truck operators
Contribute to a happy and positive work environment.

Key Responsibilities

All duties are to be conducted in an efficient, timely, professional and safe manner. The key responsibilities include, but are not limited to:

- Conduct pre-start checks
- Use electronic vehicle prestart system.
- Operate plant in a safe and efficient manner e.g. use safe driving techniques, use exhaust brake, and gear changes to reduce brake wear.
- Use of Navman as required including logging in for driver identification on all operated plant.
- Plant to be refuelled in the afternoon to be ready for the start of work following day.
- Requires versatility, technical skills, to support the smooth operation and maintenance of critical infrastructure.
- Ensure plant operation is consistent with manufacture's specifications and to ensure the work is undertaken in the most effective manner.
- Carry out private works as directed by the Supervisor.
- Responsible for the correct maintenance and care of the machines and equipment.
- Follow all procedures correctly relating to your work.
- Report any necessary repairs daily by filling out the plant defect report using Safety Champion. (electronic version).



- Labouring duties will be included in this job as required and directed.
- Train relevant staff as required in your area of expertise and skills. Including mentoring of staff and communication of same.
- Multitask, prioritise and manage time efficiently when training.
- Ensure that the correct roadwork signage is in place for all jobs before commencing work.
- Carrying out daily operator's plant servicing to a high standard including daily and weekly servicing e.g. greasing
- Ensure to follow all TMR and NHVR rules and regulations while operating plant.
- Working safely and efficiently autonomously.
- All work is to be carried out in accordance with the Quality Assurance System.
- Adhere to Murweh Shire Council policies and procedures.
- Commitment to Work Health and Safety, Council's Code of Conduct and demonstrating appropriate behaviour for a public sector employee.
- Ensure that timesheets are being correctly completed with job numbers, plant hours daily. Timesheets to be handed to supervisor/ganger at the end of each working week.
- All overtime and TOIL is to be authorised by your supervisor.
- Employees may be required to camp outside of Charleville, as some projects are located a reasonable distance from the depot. During the working week, the operator might need to stay in Council camps until the project is completed.
- Employees may need to work additional hours to ensure the completion of a project or projects.
- Any other duties as directed that is not explicitly listed in this job description.



Physical Requirements

Physical Demand Category

- ☐ Sedentary Work
- ☐ Light Duty – Frequent lifting/carrying of objects weighing up to 5kgs.
- ☐ Medium Work – Frequent lifting/carrying of objects weighing up to 10kgs.
- ☒ Heavy Work – Frequent lifting/carrying of objects weighing up to 16kgs.

Audio – Visual Demands

- ☒ Depth Perception ☒ Colour Discrimination ☒ Peripheral Vision ☒ Hearing

Specific Actions Required

This job may include

Standing/walking

Sitting

Driving

- | | | |
|---|---|---|
| <input type="checkbox"/> None | <input type="checkbox"/> None | <input type="checkbox"/> None |
| <input type="checkbox"/> Occasional | <input type="checkbox"/> Occasional | <input type="checkbox"/> Occasional |
| <input type="checkbox"/> 1-4 hours | <input type="checkbox"/> 1-4 hours | <input type="checkbox"/> 1-4 hours |
| <input type="checkbox"/> 4-6 hours | <input type="checkbox"/> 4-6 hours | <input type="checkbox"/> 4-6 hours |
| <input checked="" type="checkbox"/> 6-8 hours | <input checked="" type="checkbox"/> 6-8 hours | <input checked="" type="checkbox"/> 6-8 hours |

Work Environment

Attribute	Yes	No
Chemicals	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Cold	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dampness	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Heat/Humidity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Heights	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Noise	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fumes/Gases	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Repetitive Motions

- ☒ Simple Grasping ☒ Fine Manipulation ☒ Pushing & Pulling ☒ Finger Dexterity ☒ Foot Movement

This Job Will Require

Manoeuvre	Frequent	Occasional	None
Bending	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Squatting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climbing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Twisting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reaching	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Skills, Experience and Qualifications

Essential or relevant to your position:

- current 'C' Class, LR, HR, MR, HC, MC Driver's licence
- Current Construction Safety Induction Card (White Card).
- Certificate of Competency for a truck/s, grader, front end loader, roller, loader, bobcat, backhoe, tractor/slasher tickets or VOC
- Sufficient skills to operate, service and maintain the equipment in good condition

Desirable:

- Current Traffic Management Implementer (TMI) Ticket
- Current Stop & Slow Bat
- Local Government industry experience
- Restraint course
- Understanding of log book and permit requirements.
- Understanding of weights, loading oversize and height procedures.

Eligibility and Other Requirements

To be eligible for this position, the incumbent must be:

- legally entitled to work in Australia, including obtaining and retaining any necessary visas or residency status where applicable;
Note: If you have a visa permitting you to work temporarily in Australia, you may be appointed to a temporary or casual position, provided the work complies with the conditions of your visa.
- medically fit and physically capable to meet the health requirements of the position and be prepared, to complete a Medical Assessment in accordance with the "Fitness for Duty Policy";
- prepared, if required, to provide a positive Criminal History Check;
- willing to obtain a 'Suitability Card' to enable the incumbent to work with or supervise people less than eighteen (18) years of age if required;
- prepared to work flexible hours to meet the requirements of the position;
- in agreement with all other terms and conditions specified within the Contract of Employment;
- approved for employment by Human Resources following satisfactory qualification, reference and any other pre-employment checks as required for this position (applicable to new starters only).



Acknowledgment of Position Description

- ☐ I have received a copy of the relevant position description.
- ☐ I have read this position description, and I understand the duties, responsibilities and expectations.
- ☐ I understand that the position description outlines the general nature, function, and level of work being performed, rather than an exhaustive list of all duties, responsibilities, and skills needed for the role.
- ☐ I understand my duties may change on a temporary or regular basis according to the needs of the Council without it being specifically included in the position description.
- ☐ Before signing, I have discussed any relevant questions I have about the position. The listed skills and experience represent the minimum requirements for the position.
- ☐ I understand that I must possess the ability and/or aptitudes to perform each duty proficiently.

Employee Signature:
Employee Name:

Date:

Director / Manager Signature:
Director/ Manager of Engineering Services Name:

Date:





Murweh Shire Council

POSITION APPLICATION FORM

PO Box 63 CHARLEVILLE QLD 4470; Phone: 07 4656 8355; Email: recruitment@murweh.qld.gov.au
Website: www.murweh.qld.gov.au

VACANCY DETAILS			
Job Ref ID: VP.		Position Title:	
		Closing Date:	
PERSONAL DETAILS			
Title: <input type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Miss		First Name:	
		Last Name:	
Residential Address:		Postal Address:	
Mobile:	Daytime Contact No:		Email:
Driver's License/Class:			
Tickets/Qualifications:			
White Card: Yes <input type="checkbox"/> No <input type="checkbox"/>			
Are you an Australian Citizen or permanent resident of Australia? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Have you previously worked for Murweh Shire Council? Yes <input type="checkbox"/> No <input type="checkbox"/> If yes please include details in your resume/CV			
REFEREE DETAILS (NOT TO BE FAMILY OR FRIENDS) Can you confirm your referees are current and are happy for Us (Council) to contact them? PLEASE MAKE SURE PHONE NUMBERS ARE CURRENT			
Referee 1	Name:		Referee 2
	Phone:		
	Relationship:		
	Name:		
	Phone:		
	Relationship:		
HOW DID YOU FIND OUT ABOUT THIS POSITION? Please tick			
<input type="checkbox"/> South West Newspaper			
<input type="checkbox"/> Council Website			
<input type="checkbox"/> Council Facebook			
<input type="checkbox"/> Friend/Family Member			
<input type="checkbox"/> Other _____			

DECLARATIONS

The following declarations are NOT a barrier to being considered for employment but will assist us to take due care in assessing appropriate placement should you be the successful applicant.

Health

To the best of your knowledge, do you have any medical conditions that will preclude you from undertaking the duties of the position you have applied for?

☐ No ☐ Yes

If 'Yes' please provide details:

Workers' Compensation Claim

Have you ever made a workers' compensation claim?

☐ No ☐ Yes

If 'Yes' please provide claim details (*eg. Year of injury, company worked for, period of time off work*)

Are any claims still current?

☐ No ☐ Yes ☐ Not applicable

If 'Yes' please provide claim details

Criminal Convictions

Have you ever been convicted of any offence in any court, or are you currently the subject of any charges pending or the subject of an investigation before a tribunal? (*you do not need to give details of any conviction which you have had declared spent under the Spent Convictions Act 1988*)

☐ No ☐ Yes

If 'Yes' please provide details:

Applicant Declaration

I hereby declare that the information contained in this document is true and correct.

Applicant Signature:

Date:/...../.....

CHECKLIST

Please ensure you have completed and included the following prior to submitting your application:

- ☐ Completed Job Application Form ☐ Listed 2 recent referees ☐ Enclosed a Resume
☐ Enclosed a detailed cover letter outlining how your skills, qualifications and experience meet the key requirements of the position

OFFICE USE ONLY – APPLICATION RECEIPT

✂-----