



Weddin Shire Council

Bringing us together, sustaining Weddin into the Future

Position Description	Plant Operator (Roller)
Directorate	Infrastructure Services
Location	1C South Street Grenfell NSW 2810 Depot
Classification/Grade/Band	Band 1, Level 3, Grade 7
Position Code	Temporary Full Time 38 Hours a week (Up to 9 months with possibility of extension) P1.4.375
Date position description approved	21 March 2025

Council overview

The Weddin Shire Local Government Area (LGA) covers an area of 345,683 ha of the Central West Region, NSW; adjoining Cowra, Hilltops, Bland and Forbes Shires. Weddin Shire Council was formed out of the voluntary amalgamation of Grenfell Municipality and Weddin Shire areas in 1975. Council operates out of its Administration Building and Works Depot, both located in Grenfell, NSW, and provides services to the 3,700 residents in the Shire. Weddin Shire includes the villages of Caragabal, Greenethorpe, and Quandialla and the rural locality of Bimbi.

Council's Vision is one of a progressive rural locality with a vibrant and welcoming community, rich in both heritage and the natural environment, with a diverse and resilient economy that supports local employment and business.

This position provides a positive opportunity to advance achievement of Council's Mission and Vision, in the community at large.

Council values

A welcoming, friendly, caring and supportive community that welcomes equality and participation, working together, that offers a helping hand in times of need, shows deep respect for heritage and environment, values inclusiveness, engagement, freedom of choice, diversity and innovation.



Primary purpose of the position

Ensure satisfactory completion of a range of construction and maintenance activities/projects to meet Council's Operational Plan objectives and requirements.

Key accountabilities

Within the area of responsibility, this role is required to:

- Undertake roller activities as part of Council's construction and maintenance programs.
- Carry out labouring duties as part of Council's construction and maintenance programs.
- Assist with the set-up of formwork, site preparation and remedial activities.
- Assist with (or undertake subject to qualification) traffic control and the set up and dismantling of traffic control signage on job sites.
- Carry out other tasks as required by site imperatives.
- Repair roads, pavements, pathways, footpaths and bikeways using tools, equipment and/or machinery.
- Ensure timesheets are completed, correctness checked, signed, leave forms and relevant certification attached e.g. medical certificates and submitted by the close of business each Friday.

Key challenges

- Completion of all maintenance and construction requirements.
- Maintaining expertise and technical/job knowledge related training and awareness.
- Skill development.
- Ensuring where appropriate customer satisfaction with works undertaken.
- Acceptance of Civil Engineering guidance and direction.

Key internal relationships

Who	Why
Works Coordinator, Road Maintenance Supervisor, Director Infrastructure Services and senior management, Coordinator Engineers, Operators, Workshop supervisor, Assets Engineer, Stores, Human Resources, WHS and Finance/Corporate Services.	Effective completion of responsibilities, Operational Plan achievement.



Key external relationships

Who	Why
Contractors and Shire residents, Regulators and suppliers. Grant administration. Road Maintenance authorities.	Effective achievement of responsibilities. Provision of necessary guidance. Quality work and customer service.

Key dimensions

Decision making

Delegations as per the Council Delegations Register.

Technical completion of works responsibilities

Reports to

Works Coordinator

Essential requirements

- Demonstrated extensive experience in roller operation ideally gained within a civil works environment.
- Demonstrated experience in a labouring role.
- Possession of accreditation/certification in Roller use and operation.
- Current NSW Class C Drivers Licence or above or equivalent.
- General Construction Induction Card (or equivalent).
- Traffic Controller Certification (or ability to readily acquire prior to commencement).
- Implement Traffic Control Plans Certification (or ability to readily acquire prior to commencement).
- Working knowledge of roles and responsibilities under *WHS Act 2011*.





Capabilities for the role

The Local Government Capability Framework describes the core knowledge, skills and abilities expressed as behaviours, which set out clear expectations about performance in local government: “how we do things around here”. It builds on organisational values and creates a common sense of purpose for elected members and all levels of the workforce. The Local Government Capability Framework is available at <https://www.lgnsw.org.au/capability>

Below is the full list of capabilities and the level required for this position. The capabilities in bold are the focus capabilities for this position. Refer to the next section for further information about the focus capabilities.



Local Government Capability Framework

Capability Group	Capability Name	Level
 Personal attributes	Manage Self	Intermediate
	Display Resilience and Adaptability	Intermediate
	Act with Integrity	Adept
	Demonstrate Accountability	Intermediate
	Communicate and Engage	Intermediate
 Relationships	Community and Customer Focus	Adept
	Work Collaboratively	Advanced
	Influence and Negotiate	Intermediate
	Plan and Prioritise	Foundational
 Results	Think and Solve Problems	Intermediate
	Create and Innovate	Adept
	Deliver Results	Intermediate
 Resources	Finance	Foundational
	Assets and Tools	Adept
	Technology and Information	Advanced
	Procurement and Contracts	Foundational



Focus capabilities

The focus capabilities for the position are those judged to be most important at the time of recruiting to the position. That is, the ones that must be met at least at satisfactory level for a candidate to be suitable for appointment.

Local Government Capability Framework		
Group and Capability	Level	Behavioural Indicators
Personal Attributes Act with Integrity	Adept	<ul style="list-style-type: none"> • Acts honestly, ethically and with discretion and encourages others to do so • Sets a tone of integrity and professionalism with customers and the team • Supports others to uphold professional standards and to report inappropriate behaviour • Respectfully challenges behaviour that is inconsistent with organisational values, standards or the code of conduct • Consults appropriately when issues arise regarding misconduct, unethical behaviour and perceived conflicts of interest
Relationships Work Collaboratively	Advanced	<ul style="list-style-type: none"> • Builds a culture of respect and understanding across the organisation • Facilitates collaboration across units and recognises outcomes resulting from effective collaboration between teams • Builds co-operation and overcomes barriers to sharing across the organisation • Facilitates opportunities to develop joint solutions with stakeholders across the region and sector • Models inclusiveness and respect for diversity in people, experiences and backgrounds
Results Create and Innovate	Adept	<ul style="list-style-type: none"> • Produces new ideas, approaches or insights • Analyses successes and failures in the organisation for insights to inform improvement • Identifies ways in which industry developments and trends impact on own business area • Shows curiosity in the future of the community and region and thinks creatively about opportunities for the organisation • Identifies, shares and encourages suggestions for organisational improvement • Experiments to develop innovative solutions



Local Government Capability Framework

Group and Capability	Level	Behavioural Indicators
Resources Technology and Information	Advanced	<ul style="list-style-type: none">• Implements appropriate controls to ensure compliance with information and communications security and use policies• Implements and monitors appropriate records, information and knowledge management systems• Seeks advice from technical experts on leveraging technology to achieve organisational outcomes• Stays up to date with emerging technologies and considers how they might be applied in the organisation