

## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Grader Operator
<b>POSITION NUMBER:</b>	10217 10218 10219 10220 10222 10223 10224 10225 10226 10227
<b>AWARD:</b>	Local Government Employees Award - State
<b>CERTIFIED AGREEMENT:</b>	Current Central Highlands Regional Council Enterprise Bargaining Agreement
<b>AWARD CLASSIFICATION:</b>	6
<b>REPORTS TO:</b>	Supervisor
<b>REPORTING DEPARTMENT:</b>	Infrastructure and Utilities

## POSITION OBJECTIVE

The Grader Operator will be required to undertake safe plant operation and labouring duties on sites across the Central Highlands Regional Council area as directed by the Supervisor in accordance with all Council policy and procedures.

## KEY RESPONSIBILITIES

- 1. Grader Operation and Maintenance.** Ensure the safe and competent operation of a Grader in accordance with Council and TMR Standards on road networks and Civil Construction/Maintenance projects. Adopt best practice in relation to road maintenance and construction activities. Undertake regular maintenance checks on the grader and/or associated plant.
- 2. Flexibility.** When required, supervise worksite and staff, including accurate completion of associated documentation.
- 3. Training and Development.** To actively participate in ongoing training and self-development to achieve continuous improvement for yourself and council.

Additionally you may be required to conduct other duties as lawfully directed by the Supervisor or Manager.

## POSITION SPECIFIC REQUIREMENTS

### **Mandatory:**

- Statement of Attainment or Ticket for Grader Operations.
- Minimum of Queensland C class (Manual) provisional drivers licence.
- General Construction Induction Card.
- Demonstrated experience in grader operation in a construction and/or maintenance environment.

### **Desirable:**

- Demonstrated ability to operate grader within design tolerances.
- Ability to operate within a remote camp environment
- Minimum Level 2 certification in Manual of Uniform Traffic Control Devices (MUTCD)
- Statement of Attainment or Ticket for various other construction plant.
- Heavy Vehicle Licence.
- Current First Aid or CPR Certificates.

## PRE-EMPLOYMENT CHECKS

As part of the interview process the preferred candidate is required to undertake relevant pre-employment checks. The pre-employment checks relevant to this position include:

- Right to Work in Australia
- Medical and Functional Capacity Assessment including Drug & Alcohol testing.

Please note that Central Highlands Regional Council will arrange these checks for the preferred candidate following interview.

## CORE COMPETENCIES

Competency	Definition	Level
Delivering Results	Having the ability to set objectives for yourself and others, taking a forward looking perspective, and delivering successful outcomes within agreed parameters.	2
Communication	Identifying and using appropriate communication styles and methods, taking into consideration the audience and the desired outcome. Building and maintaining effective working relationships with key stakeholders, both internal and external.	1
Initiative and Innovation	Anticipating situations and problems, finding appropriate solutions, grasping opportunities for improvements and taking ownership for continuous improvement that goes above and beyond the call of duty.	1
Flexibility	Being able to adapt your thinking and behaviour to suit different situations and changing circumstances. Taking other people's views on board, accepting new and different ways of working and encouraging others to embrace change.	2
Team Work	Having the ability to work as part of a team, actively encouraging team working and recognising the role you play as part of the CHRC team.	1
Commitment to Council	Being willing and able to align your own behaviours with the objectives, goals and values of CHRC; acting as a role model and promoting the values to others.	1
Customer Service	Aligning your behaviour with the CHRC Customer Service Charter to ensure both internal and external customer needs are met; taking a positive attitude, showing commitment and having a can do approach.	1
Workplace Health & Safety	Taking reasonable care for the health and safety of yourself and others, complying with reasonable instruction and co-operating with CHRC policy and procedure.	2

This position description is a true reflection of the current requirements of the role. Council will regularly review position descriptions and appropriately update them to ensure that they relate to the job being performed, or to incorporate whatever changes are being proposed. Where appropriate, employees will be consulted on the changes and employees are expected to participate in consultation.

I have read, understood and accepted the responsibilities as outlined in this position description.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_