

Job and Person Specification

Position: Waste & Recycling Truck Driver
Department: Works
Reports to: Assistant Works Manager
No of Direct Reports: Nil
Award / Level: Municipal Employees Level 5B
Incumbent: Vacant
Date Appointed:

Position Objective

As a member of Council’s outdoor works team, this position supports the delivery of services to the local community in a professional and safe manner. While the primary focus is on operating a heavy vehicle within Council’s fleet and providing waste management services, the role also requires assisting with other duties as needed to support the works team.

The position will require adherence to our organisational values of “Working as a team with open and honest communication; we act with integrity whilst showing respect and being positive and proactive in our actions.”

Key Result Area	Key Tasks	Performance Indicators
Kerbside Waste Collection Services	<ul style="list-style-type: none"> Operate and maintain side-lifting garbage trucks in a safe, efficient, and independent manner. Collect kerbside waste from residential and commercial areas per the Council Waste Collection zones. Transport waste to disposal and recycling facilities. Maintain records of waste collection and disposal. Conduct routine maintenance on waste trucks as per manufacturer specifications. Identify and report waste contamination issues, including placing non-compliance labels on affected Monitor and report on route efficiency to Works Management. 	Waste collection is delivered independently on schedule, with regular reporting and vehicle issues addressed appropriately.
Other driving duties	<ul style="list-style-type: none"> Operate various plant and equipment, including trucks and trailers, pavement rollers, 	Plant is operated with a high level of

	<p>graders, and front-end loaders, as required for Council's capital works program.</p> <ul style="list-style-type: none"> • Perform additional assigned tasks as directed by the Works Operations Manager. 	competency and minimal supervision.
Work Health and Safety (WHS)	<ul style="list-style-type: none"> • Comply with all WHS legislative requirements. • Participate in workplace safety training and risk assessment activities. • Report incidents and hazards. 	<p>Compliance with relevant Workplace Health & Safety legislation</p> <p>WHS training is completed as requested</p>
Legislation and Council Policies	<ul style="list-style-type: none"> • Comply with all relevant Council policies and procedures. • Adhere to occupational legislation and National Heavy Vehicle regulations. • Maintain knowledge of waste disposal regulations and safety standards. 	Compliance with policies, procedures and legislative requirements

Selection Criteria/Person Specification	
QUALIFICATIONS/EXPERIENCE	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Current Australian Class C driver's licence. • Heavy Rigid (HR) truck licence. • Experience in general maintenance of heavy rigid vehicles. <p>DESIRABLE</p> <ul style="list-style-type: none"> • Experience operating Mobile Garbage Bin side-lifting waste trucks and hydraulic lifting mechanisms. • Operation experience with front-end loaders, graders, backhoes, road rollers. • Experience in heavy machinery cartage, gravel & soil transport, and gravel road re-sheeting.
KNOWLEDGE/SKILLS	<ul style="list-style-type: none"> • Strong interpersonal and communication skills. • Ability to Problem-solve. • Time management and organisational skills. • General mechanical and plant servicing knowledge. • Understanding of heavy vehicle transport regulations and WHS obligations.
PERSONAL ATTRIBUTES	<p>This position requires the person to have excellent health and be physically capable of carrying out duties in an outdoor environment</p> <p>PHYSICAL DEMANDS</p>

	<ul style="list-style-type: none"> • Strong physical capability and mental resilience to perform duties effectively. • Ability to work in varying environmental conditions, including temperature changes, dust, noise, and vibration, with appropriate PPE provided. • Ability to manually lift and carry items up to 15 kg safely. • Proficient in driving and operating heavy vehicles in various conditions. <p>ATTRIBUTES</p> <ul style="list-style-type: none"> • Work autonomously with limited supervision • Enjoy working as part of a team
Other Specifications	
DELEGATIONS & AUTHORITY	N/A
JOB REQUIREMENTS	<p>Maintain a current HR driver's licence as a condition of employment.</p> <p>Undertake training relevant to the role as required.</p>
TRAINING	As required

By accepting this position, the employee understands their responsibility:

- To keep all information that they are exposed to confidential during and after their period of employment with Break O'Day Council. Information should never be disclosed outside of the organisation and only be disclosed to other employees if there is a need within the context of the task being performed.
- To not access any information within the Council's systems that is not directly relevant to their work.

Employee Signature: _____ Date: ____ / ____ / ____

Approved By Departmental Manager: _____ Date: ____ / ____ / ____

Approval By General Manager: _____ Date: ____ / ____ / ____