



ANABRANCH
BURONGA
COOMEALLA
CURLWAA
DARETON
ELLERSLIE
GOL GOL
MONAK
PALINYEWAH
POMONA
POONCARIE
RUFUS RIVER
TRENTHAM CLIFFS
WENTWORTH

Candidate Information

Plant Operator/Labourer (Roller)

Join Wentworth Shire Council for a career in a progressive, community-focused work environment that prioritises the interests of the Shire. Wentworth Shire Council is committed to becoming a child safe organisation by embedding the NSW Child Safe Standards across our organisation. An advocate of Equal Employment Opportunity, Council offers outstanding working conditions and a team-oriented, positive culture.

Employees at Wentworth Shire Council are provided with a range of benefits:

- ▶ Accrued Rostered Days Off throughout the year (for eligible roles), in addition to four weeks of Annual Leave
- ▶ Long Service Leave entitlements after five years of service
- ▶ Professional development opportunities

Applications are encouraged from individuals of all backgrounds, including Aboriginal and Torres Strait Islander peoples, people of different ages, those with disabilities, and members of the LGBTIQIA+ community, as well as candidates from various cultural and linguistic heritages.

Wentworth Shire, home to about 8,000 residents, offers a unique lifestyle by the Murray and Darling Rivers. A place of natural beauty and outdoor activities, the Shire is ideal for families. Nearby Mildura provides additional amenities and cultural experiences. This balance makes Wentworth Shire an attractive location for living, working, and exploring.

For further information on advertised positions and details on how to apply, contact Glen Norris, Manager Human Resources:
P: (03) 5027 5027
E: humanresources@wentworth.nsw.gov.au

At Wentworth Shire Council, we value:

Honesty & Integrity

- ▶ We deliver on commitments
- ▶ We act ethically

Accountability & Transparency

- ▶ We take responsibility for our actions
- ▶ We communicate openly and respectfully with our community

Respect

- ▶ We act professionally towards our community and our colleagues

Quality & Commitment

- ▶ We do our best to provide the highest standard of goods and services to our community
- ▶ We are responsive to the needs of our community and always look for ways to better serve our community
- ▶ We are dedicated to fulfilling the Shire's vision and goals



If you require assistance reading and understanding this document, please contact the Translating and Interpreting Service on 131 450 and ask them to call Wentworth Shire Council on 03 5027 5027.

Position Description

Plant Operator/Labourer (Roller)

Directorate	Roads and Engineering
Location	Wentworth
Classification/Grade/Band	OP Band 1, Level 3, Step 3
Position Code	R2026/30
Date position description approved	June 2021

Council overview

The Wentworth Shire Council region is made up of the following towns and irrigation areas; Wentworth, Dareton, Coomealla, Pomona, Mourquong, Monak, Trentham Cliffs, Pooncarie, Buronga, Gol Gol, Ellerslie and Curlwaa. Some of these towns are classified as villages, and the entire population of nearly 8,000 people is spread across approximately 26,000 square kilometres, making our region one of the most sparsely populated rural council areas. Wentworth Shire Council manages one of the largest road networks in New South Wales (NSW), responsible for maintaining 2,245 kilometres of roads, with over 817 km of these sealed. The Wentworth Shire Council Chambers, main office and works depot, library, town hall and Visitor Information Centre are all located in Wentworth.

Council values

- Honesty and Integrity.
- Accountability and Transparency.
- Respect.
- Quality.
- Commitment.

Primary purpose of the position

The position is responsible for undertaking duties that support the Road Construction and Maintenance Teams.

Duties

- Operate a roller as directed to perform road construction and maintenance works.
- Ensure allocated plant performs to expected capacity to allow timely completion of works program.
- Maintain allocated plant and equipment to ensure they are in a clean and serviceable condition.
- Ensure the upkeep and tidiness of Council plant and equipment and the timely reporting of any observed defects.
- Accurately record accomplishments on timesheets, plant sheets and daily running sheets.
- Operate all plant, tools, implements or equipment in a safe and effective manner.
- Ensure that all tasks are carried out in accordance with Work Health and Safety policies, procedures and safe work practices.
- Traffic management duties as required.
- Work outdoors in all weather conditions (with appropriate protective clothing).
- Work overtime and away from home for extended periods, when required.
- Undertake all other duties as required that are within the limits of the employees ability, which may include labouring duties or the operation of other plant and equipment where suitably licenced and experienced.
- Undertake all identified training requirements associated with the position.

Reports to

Team Leader Roads

Key Selection Criteria - Essential

- Experience in and the demonstrated ability to operate a variety of plant and equipment, in particular a roller.
- Demonstrated experience in road maintenance and construction activities, associated with sealed and unsealed roads.
- Current and valid driver's licence.
- Construction induction card.
- Good oral and written communication skills with the ability to complete basic forms.
- Ability to work overtime and away from home from time to time.
- NSW traffic management qualifications/tickets.





Key Selection Criteria – Desirable requirements

- Current and valid MR driver's licence.

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	Foundational
	Act with Integrity	Foundational
	Demonstrate Accountability	Adept
 Relationships	Communicate and Engage	Intermediate
	Community and Customer Focus	Foundational
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
 Results	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	Create and Innovate	Foundational
	Deliver Results	Intermediate
 Resources	Finance	Foundational
	Assets and Tools	Intermediate
	Technology and Information	Foundational
	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 other to do so. Sets a tone of integrity and professionalism with customers and team. Supports others to uphold professional standards and to report inappropriate behaviour. Respectfully challenges behaviour that is inconsistent with organisational values, standards and the code of conduct. Consults appropriately when issues arise regarding misconduct, unethical behaviour and perceived conflicts of interest.
Relationships Work Collaboratively	Adept	<ul style="list-style-type: none"> Contributes to a culture of respect and understanding in the organisation. Creates an atmosphere of trust and mutual respect with the team. Build cooperation and overcome barriers to sharing across teams/units. Relates well to people at all levels and develops respectful working relationships across the organisation. Identifies opportunities to work together with our teams/units. Acts as a resource for other teams/units on complex or technical matters.
Results Deliver Results	Intermediate	<ul style="list-style-type: none"> Takes the initiative to progress own and team works tasks. Contributes to the allocation of responsibilities and resources to achieve team/project goals. Consistently delivers high quality work with minimal supervision. Consistently delivers key work outputs on time and on budget.
Resources Assets and Tools	Intermediate	<ul style="list-style-type: none"> Uses a variety of work tools and resources to enhance work products and expand own skill set. Ensures others understand their obligations to use and maintain work tools and equipment appropriately. Contributes to the allocation of work tools and resources to optimise team outcomes.

EXECUTIVE LEADERSHIP REPORTING STRUCTURE

Our Organisational Structure is designed to deliver on the Community's Strategic Objectives as outlined in the Community Strategic Plan 2026-2036.

Commenced journey with Council in November 2002.



KEN ROSS

GENERAL MANAGER

Appointed to role in May 2019

OFFICE OF THE GENERAL MANAGER

BUSINESS SUPPORT

- Advocacy
- Civic Service
- Executive Services
- Marketing & Communications
- Mayor & Councillor support

HUMAN RESOURCES

- Human Resources recruitment
- Organisational training & development
- Work Health & Safety
- Workplace & Industrial relations

BUILDING SURVEYING/ ENVIRONMENTAL HEALTH

- Bonds and Permits
- Building Certification
- Food Safety – annual inspections & temporary permits
- Public Health/Skin Penetration/Cooling Towers/UPSS

COMPANION ANIMALS

- Barking Dogs
- Nuisance/Aggressive Dogs
- Rehoming
- Shelter Management

COMPLIANCE/REGULATORY SERVICES/ LOCAL LAWS

- Alcohol Free Zones
- Development compliance
- Education & enforcement
- Noise
- Pollution & contaminated land

DEVELOPMENT ASSESSMENT

- Development Determinations
- Planning Portal management & assistance
- Pre-lodgement advice

RESERVES & LAND TENURE

- Acquisition of land
- Crown land manager
- Native Title

STRATEGIC DEVELOPMENT

- Heritage Protection & Advice
- Planning Proposals & LEP Amendments
- Strategic Planning Projects & Strategies

Commenced journey with Council in November 2008.



SIMON RULE

DIRECTOR

Appointed to role in May 2014

CORPORATE SERVICES

CUSTOMER SERVICES

- Bridge lift bookings
- Cemetery reservations & burials
- Customer enquiries
- Receipting (rates, water accounts, applications)
- Venue hire bookings

BUSINESS & COMMUNITY SERVICES

- Economic & Community Development
- Events
- Library
- Tourism
- Visitor Information Centre

FINANCE & ACCOUNTING

- Accounts payable/receivable
- Accounting services
- Payroll
- Procurement
- Rates

INFORMATION TECHNOLOGY

- Business continuity
- Cyber security
- End-user support
- Geographic Information Systems (GIS)
- Hardware/software/maintenance acquisition

RECORDS

- Record management

RISK & GOVERNANCE

- Audit, Risk & Improvement Committee
- Corporate Compliance
- Corporate Strategic Planning & Reporting
- Internal Audit
- Risk management

STORES

Commenced journey with Council in November 2016.



GEOFF GUNN

DIRECTOR

Appointed to role in August 2019

ROADS & ENGINEERING

ENGINEERING TEAM

- Assets
- Engineering services
- Infrastructure
- Technical Services
- Water & Waste Water

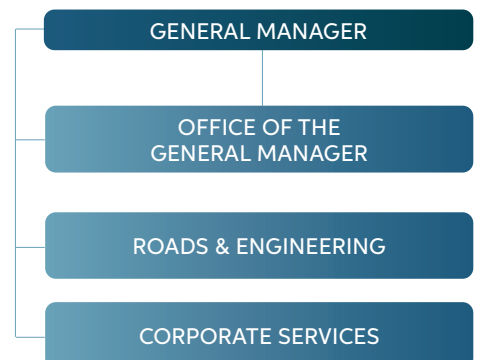
WORKS TEAM

- Aerodrome operations
- Building maintenance
- Civil Works
- Fleet/Workshop
- Landfill/Waste
- Operations
- Parks & Gardens
- Roads



REPORTING STRUCTURE

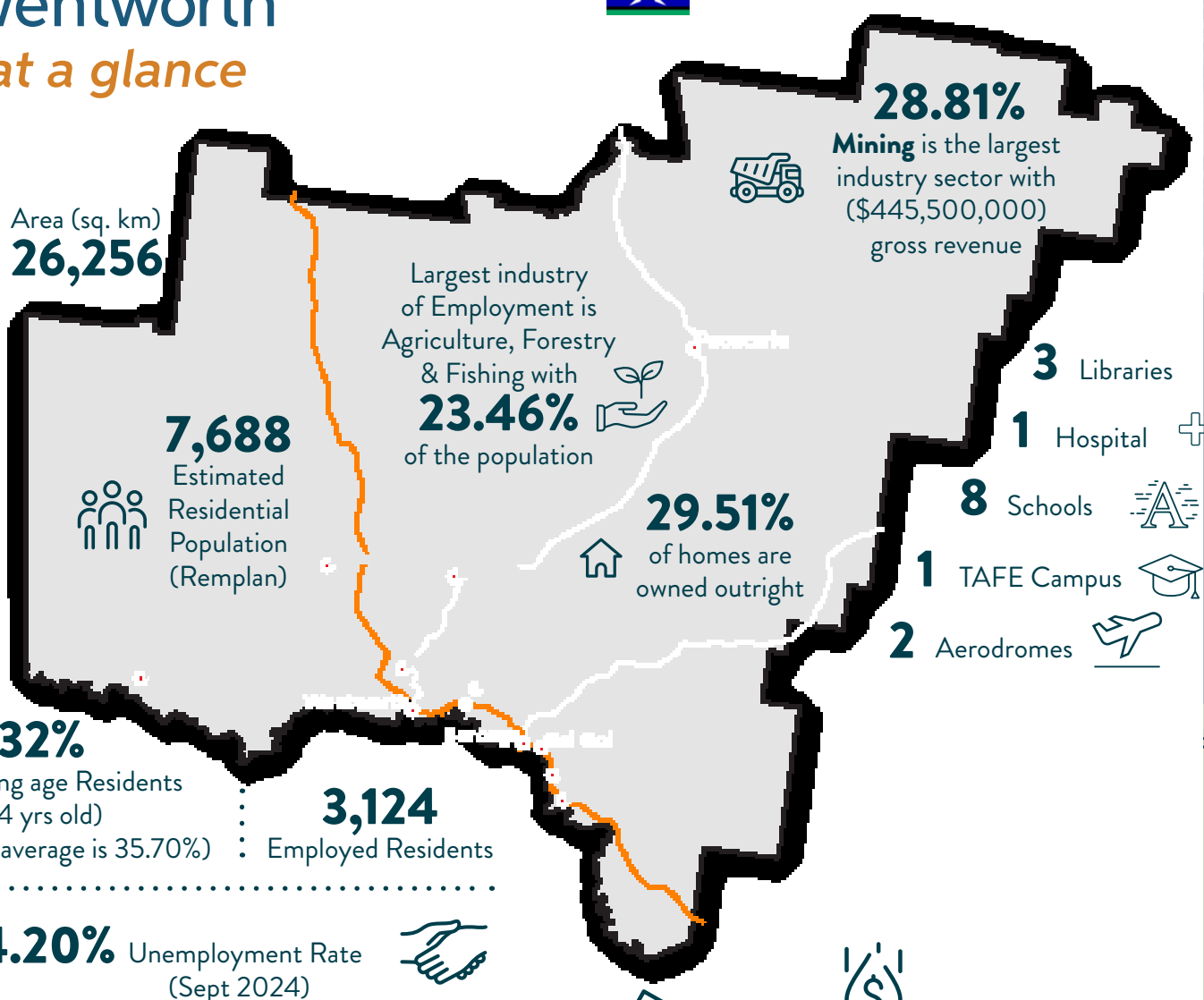
As at 14 November 2025



Wentworth at a glance



8.40% of our population identify as Aboriginal or Torres Strait Islander (State average is 3.44%)



33.32%
Working age Residents
(25-64 yrs old)
(state average is 35.70%)

3,124
Employed Residents

4.20% Unemployment Rate
(Sept 2024)

Year 12 education as the highest form of education

Wentworth
Shire residents
31.40%

vs.

Other areas
of NSW
21.40%

\$95,330
per capita Gross
Regional Product

\$2,077/WK
The individual median wage is **\$696** per week with **16.25%** of people earning over **\$1,500** per week.

43 years old
is the Median Resident age
(State median is 39)

29.62% of Residents are aged under 25
(State average is 30.03%)

20.77% of Residents are aged over 65
(State average is 17.65%)



25.07% of families
earn over \$130,000
vs. state average of 37.59%

1,360km of unsealed road



Contact

Main Service Centre
61 Darling Street, Wentworth

Postal Address
PO Box 81, Wentworth NSW 2648

(03) 5027 5027

council@wentworth.nsw.gov.au

wentworth.nsw.gov.au

Have Your Say:
engage.wentworth.nsw.gov.au