Position Description

Title	**Skilled Plant Operator - Natural Environment**		
Directorate	Infrastructure Services		
Business Unit	Parks and Natural Environment		
Agreement	City of Joondalup Outside Workforce Enterprise Agreement 2025		
Classification	F		
Reports To	Senior Team Leader - Natural Environment	**Direct Reports**	0
Internal Relationships	• Engineering Services • Parks and Natural Environment • Asset Management • Waste Services • All other relevant business units	**External Relationships**	The City of Joondalup has numerous customers with a wide range of service needs including residents, local businesses, contractors, rate payers, community groups, visitors and government departments.

Our Vision

"A Global City: Bold, Creative and Prosperous"

Our Distinguishing Values

- **Bold** – We will make courageous decisions for the benefit of the community and future generations.
- **Ambitious** – We will lead with strength and conviction to achieve our vision for the City.
- **Innovative** – We will learn and adapt to changing circumstances to ensure we are always one step ahead.
- **Enterprising** – We will undertake ventures that forge new directions for business and the local economy.
- **Prosperous** – We will ensure our City benefits from a thriving economy built on local commercial success.
- **Compassionate** – We will act with empathy and understanding of our community's needs and ambitions.

Position Purpose

- The Skilled Plant Operator - Natural Environment is responsible for operating plant and equipment, including the Skid Steer Loader carrying out scheduled programs and reactive maintenance across the City's parks, beaches and streetscapes.

Stakeholder Engagement

- Operate as a part of a team, providing high quality customer service to residents and members of the public.
- Contribute to the achievement of corporate objectives by ensuring all stakeholders are dealt with in a professional and timely manner.

Corporate Responsibilities

- Demonstrate and champion behaviour that is consistent with the City's values.
- Through the delivery of outstanding service, maintain the City's reputation of customer service excellence.
- Work in a safe manner that will not endanger the health and safety of yourself, other workers or members of the public.
- Meet Work Health and Safety (WHS) and other legislative requirements in accordance with the parameters of the position.
- Report unsafe practices or hazards to supervisors or WHS representatives immediately.

- Support and promote a safe working environment, ensuring that safe working conditions and practices are in place at all times by taking personal ownership of safety.
- Carry out duties in accordance with the City's Code of Conduct and the protocols, procedures and guidelines that support it.
- Recognise our legal and moral responsibilities in keeping children safe from harm and promoting their best interests. It is expected that this position will adhere with the above statement and reporting obligations whilst completing their duties.
- Carry out all other duties as deemed reasonable and appropriate to the scope and classification of the role as directed from time to time.
- The City of Joondalup is an Equal Opportunity employer, committed to promoting fairness, equity, diversity and inclusion. We welcome applications from people with diverse cultural backgrounds and abilities, for advertised positions.

Key Position Responsibilities

- Undertake activities in accordance with the business unit plan, project plan, other relevant plans and budgets and within agreed timeframes.
- Ensure all works are undertaken in a productive and timely manner in accordance with City guidelines, ISO 9001, specifications, procedures and adopted practices.
- Ensure diligence in relation to the use and user maintenance of plant and equipment in accordance with manufacturer's instruction and safe operating procedures.
- Ensure that traffic management operations are conducted safely and in accordance with the current Main Roads Code of Practice.
- Customer service is delivered in accordance with the City's Customer Service Charter and relevant protocols and procedures.
- Comply with WHS legislation, City protocols, procedures and other WHS related requirements, and actively support the City's safety systems.

Accountability and Extent of Authority

- This position works with limited supervision within procedures and guidelines.
- This position is able to make recommendations in plant operations and areas requiring works scheduling.
- This position is responsible for quality and standard of work performed, including productivity and safety.
- This position is responsible for the operation of specialist machinery.
- This position is responsible for materials, tools, equipment, vehicles and plant in the employee's use and used by others under their guidance.
- This position is expected to problem solve within established guidelines or processes.
- This position Assists in the provision of on-the-job training.
- This position requires medium level decision making on technical aspects of plant and equipment.

Key Result Areas

Service Delivery	• Undertake skid steer loader operations including but not limited to:
	  ○ Scheduled beach access maintenance to clear built up sand in accessways.
	  ○ Ad Hoc clearing of debris from site and loading into trucks to be disposed of.
	  ○ Scheduled & Ad Hoc slashing of vegetation using slasher attachment in various sites.
	  ○ Scheduled & Ad Hoc installation of sports infrastructure.
	  ○ Ad Hoc erosion management works.
	• Carry out scheduled programs and reactive maintenance of the City's Parks & Natural Environment infrastructure and assets to relevant standards and within allocated time frames.
	• Update work orders and allocated tasks through the City's electronic work management system /device.
	• Identify faults and required maintenance on the City's infrastructure and assets and report through the City's electronic work management system/device.
	• Actively contribute improvement suggestions for processes and procedures.
	• Provide on the job training to employees as required.
	• Comply with the City's processes, work practices and documentation to support maintaining Quality Management System and ISO 9001 certification.

	• Display attitudes and behaviours that support a culture of continuous improvement across the Infrastructure Services Directorate. • Perform other duties as requested within the scope of this level in accordance with skills, knowledge and experience.
Fleet and Equipment Maintenance	• Operate Skid Steer to carry out Park & Natural Environment operations scheduled and reactive maintenance including truck and/or trailer. • Operate and maintain machinery and plant equipment in accordance with manufacturer's instruction and safe operating procedures. • Report any defects, loss or damage to machinery or equipment to Senior Team Leader - Natural Environment.
Resource Management	• Resources are shared with others to achieve Parks and Natural Environment, Engineering Services, Waste Services and Asset Management programmed works.

Classification Descriptors

Skills	• Advanced technical skills in operating Skid Steer Loader, Parks & Natural Environment equipment and hand tools.
	• Basic skills in one, or all, of the following;
	  ○ Arboriculture
	  ○ Horticulture
	  ○ Turf maintenance within Parks and Landscapes.
	• Effective interpersonal and communication skills with the ability to cooperate with employees and members of the public.
	Effective time management and organisational skills with the ability to follow instructions, prioritise tasks and manage multiple tasks or projects
	• Ability to use initiative whilst working in a team environment or independently with limited supervision.
	• Demonstrated flexibility and problem-solving skills with a high attention to detail.
	• Ability to read and interpret work instructions and relevant technical documents.
	• Demonstrated intermediate level of computer literacy including the ability to operate a handheld device.
	• Ability to supervise other employees on day to day operational tasks.

Knowledge	• Plant operating techniques and practices. • Mechanical knowledge of operational plant. • Manual handling techniques, methods and practices. • Parks and Natural Environment maintenance practices. • Basic traffic management. • Work Health and Safety requirements relevant to this role. • Weed Identification • Chemical handling and product knowledge inclusive of the safe and effective application of pesticides.
Experience	• Minimum of two years' experience in: ○ Skid Steer Loader operation to approved design levels. • Completing and/or delivering designated work schedules to expected standards within relevant timescales, whilst providing directions to external parties where appropriate. • Maintenance of public open spaces, beach access, firebreaks and streetscapes. • Experience in the use of plant, equipment and materials associated with Natural area management. • Public notification signage requirements. • Traffic management. • Working within a team environment. • Providing supervision and on-the-job training of employees as directed by your Senior Team leader or Supervisor. • Providing excellent customer service.

Qualifications / Clearances	• Plant Operators Certificate for Skid Steer Loader. • WA HR Class Drivers Licence. • Construction Safety Induction Card (White Card). • Basic Worksite Traffic Management (or obtain within the first 3 months of appointment to position). • Chainsaw Operators Certificate (or obtain within the first 3 months of appointment to position). • Chemical Certificate (Prepare and apply chemicals to control pest, weeds and diseases AHCCHM307, Transport and store chemicals AHCCHM304 and Control weeds AHCPMG301) (or obtain within the first 3 months of appointment to position). • Current First Aid Certificate including CPR (HLTAID011 and HLTAID009) (or obtain within the first 3 months of appointment to position).