

Position Title	Operator, Rear Loader - Street Cleaning
Department	Community Services
Division	
Unit	Waste and Cleansing
Team	City Clean
Supervises	Nil
Reports To	Team Leader City Clean
Grade	D
Date Prepared	3/03/2026
Date Last Updated	7/05/2026

Our Vision & Values: A leading organisation that collaborates & innovates



We are committed to **safety**



We work as one **team**



We act with **integrity**



We care about our **customers**



We **continuously improve**

Primary Purpose of Position

Collect and transport waste from designated litter bins and public areas to disposal facilities. This involves safely and efficiently operating the vehicle, ensuring proper loading and unloading of waste and maintain the cleanliness and functionality of the vehicle.



Accountabilities

- Adhere to all safety protocols and regulations while operating the vehicle to ensure the safety of oneself and the public
- Efficiently collect waste from designated areas according to the assigned schedule operating a Rear Loader heavy vehicle
- Ensure the collected waste is properly transported and disposed of at the appropriate facilities
- Respond to emergency response requests in a timely manner
- Adhere to the requirements of relevant safe operation procedures and safe work procedures
- Document and report any significant issues, such as damaged bins, blockages, or hazardous waste and report to the leadership team
- Conduct routine checks and minor maintenance on the vehicle
- Ensuring tasks and schedules are completed to appropriate timeframes and standards
- Follow designated routes efficiently to maximise productivity and minimise fuel consumption
- Document and report any issues that arise in day-to-day operations
- Document and report any significant issues such as large debris, vandalism or hazardous waste that require further attention
- Report any maintenance tasks and issues that are identified within our city
- Assist with cleanup before, during, and after public events to ensure the area remains presentable and welcoming
- Engage with residents and visitors when necessary to answer questions or address concerns about cleanliness and public hygiene
- Occasionally interact with the public responding to any queries or concerns about waste collection services
- Other tasks and duties as required

Position capabilities and level

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.

Capability Profile – Council Officer

Capability Group	Capability Name	Level
 Personal Character	Lead Self	Adept
	Display Resilience	Intermediate
	Act with Integrity	Adept
	Safety and Accountability	Intermediate
 Relationships	Communicate and Engage	Intermediate
	Customer and Community Focus	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
 Results	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	Innovate and Improve	Intermediate
	Deliver Results	Intermediate
 Resources	Finance	Intermediate
	Assets and Tools	Intermediate
	Technology and Information	Intermediate
 People Leadership	Procurement and Contracts	Intermediate
	Manage and Develop People	N/A
	Inspire Direction and Purpose	N/A
	Optimise Workforce Contribution	N/A
	Lead and Manage Change	N/A

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 satisfactory level for a candidate to be suitable for appointment.

CBCity Capability Framework - Focus Capabilities

Group & Capability	Level	Behavioural Indicators
Personal Character		
Safety and Accountability	Intermediate	<ul style="list-style-type: none"> • Follows through reliably and openly takes responsibility for own actions • Understands delegations and acts within authority level • Is vigilant about the use of safe work practices by self and others • Is alert to risks in the workplace and raises them to the appropriate level
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 within the team • Builds cooperation and overcomes 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 other 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 teamwork 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 • 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
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* Focus Capabilities are those judged to be the most important at the time of recruiting to the position. The mix of “focus” capabilities can change over time, reflecting changing work priorities and current team strengths.

Delegations

Decisions associated with this position are to be made in accordance with the Delegations of Authority (Policy186) approved by the Chief Executive Officer.

Code of Conduct

All staff are required to adhere to the Code of Conduct (CP25).

Work Health & Safety

All staff are required to adhere to Council's WHS&E Responsibilities and Authorities document (REF229) and associated policies and procedures.

Records Management

All staff are required to comply with Council's Records and Information Management policies, procedures and guidelines.

Fraud & Corruption Prevention

All staff must familiarise themselves with Council's policies, systems and procedures that are in place to guard against the risk of fraud and corruption. This includes behaving ethically at all times, and actively identifying and reporting any suspected fraud and corruption.

Qualifications and Experience

Essential Qualifications

- Heavy Rigid Licence

Essential Experience

- Adherence to safety protocols, including the use of personal protective equipment (PPE) and safe handling of chemicals
- Ability to perform pre and post-operation checks and routine maintenance on the sweeper vehicle
- Experience in following set schedules to ensure tasks are completed within designated timeframes
- Keen eye for ensuring all areas are thoroughly cleaned, free of debris, litter, and leaves
- Ability to respond promptly to emergency cleaning requests

- Competence in documenting and reporting significant issues such as large debris, vandalism, or hazardous waste
- Ability to work both independently and as part of a team, coordinating with other team members to ensure comprehensive coverage
- Skills in engaging with residents and visitors to address their concerns about cleanliness and public hygiene
- Quick thinking to address any operational challenges that arise during the cleaning process

Desirable Qualifications and or Experience

- Experience in Street Cleaning Operations including rear load garbage compaction units and road brooms

HUMAN RESOURCES USE (SELECT YES OR NO)	YES	NO
Does this position fall under the definition of child related employment?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does this position require incumbent to undergo criminal reference check?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does this position require incumbent to demonstrate good driving Licence class required: HR Class Drivers Licence	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Will incumbent need to make disclosure of pecuniary interest?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Could there be a conflict of interest with secondary employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Does this position have an inherently high risk for fraud and corruption?	<input type="checkbox"/>	<input checked="" type="checkbox"/>