



**SHIRE OF MORAWA**

**PLANT OPERATOR**

**APPLICATION PACKAGE**

[www.morawa.wa.gov.au](http://www.morawa.wa.gov.au)

*The Shire of Morawa acknowledges the Yamatji People as the Traditional Owners of the land where the Shire is situated. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples living within the Shire of Morawa.*

**SHIRE OF MORAWA**  
**JOB VACANCY**  
**Plant Operator**



<b>Work Type</b>	<b>Full Time</b>
<b>Award</b>	<b>Municipal Employees (Western Australia) Award 2021</b>
<b>Remuneration Package</b>	<b>\$85,000 to 95,000 p.a. including all allowances, depending on skills, qualifications, and experience</b>
<b>Location</b>	<b>Shire of Morawa</b>
<b>Closing Date</b>	<b>2pm, Monday 2<sup>nd</sup> of February</b>

#### **COUNTRY LIVING AND CAREER DEVELOPMENT**

If you are looking to get out of the busy city and move to a more enjoyable balanced lifestyle, then Morawa is the place to be. A family-orientated town with a strong sense of community, located less than 4 hours north of Perth, about 1 ½ hours from Geraldton, and only an hour from Dongara's fabulous beaches.

With benefits of a small country town Morawa is an ideal location for young families, entrepreneurs, individuals ready to start their career or those looking to refresh at the back end of their career. Morawa is a town where children still play in the streets, people know their neighbours, and people regularly get together at the various clubs to have a game or just to catch up socially. With access to excellent educational facilities and a range of local medical services, and recreational facilities comparable to large regional centres, Morawa has a great combination of isolation and comfort.

#### **THE POSITION**

This role is a fantastic opportunity to hone your skills as a Plant Operator in a multidisciplined Local Government setting while assisting the Shire with the completion of current and planned projects and maintenance works. Applicants with Truck, and road maintenance/construction experience will be highly regarded. The position of Plant Operator primarily works with the road maintenance and construction team but will be required to assist within all other areas of Shire operations including manual non machine orientated task, as directed.

Applicants must hold a current unrestricted HR class National Driver's License, WA Construction White Card and National Police Clearance (less than 3 months old). Evidence of licenses and tickets will be required to be provided on appointment of the successful candidate. On offer is an attractive hourly rate, other benefits could include housing, a nine (9) day fortnight, super co-contribution up to 5%, Healthy Living Reimbursement, and an inclusive work environment with a focus on safety.

With a beautiful Mediterranean climate, and stunning wildflowers in Spring, Morawa makes for the perfect country escape. There is no time like now to work and live in our friendly and relaxed community.

#### **REMUNERATION PACKAGE**

\$67,000 - \$77,000 cash component plus allowances an additional 12% superannuation guarantee amount. Other benefits could include matching 5% superannuation co-contribution, housing assistance, and healthy living reimbursement.

## **FURTHER INFORMATION**

An application package can be obtained from the Shire of Morawa website at [www.morawa.wa.gov.au](http://www.morawa.wa.gov.au)  
For more information, contact the Manager of Works on (08) 9971 1204 (ext. 1005)

## **SUBMITTING AN APPLICATION**

Your application should include a cover letter explaining your interest in the position, reasons for applying and addressing the key selection criteria, as well as a current resume detailing your qualifications and work experience. It is essential that the information you provide is clear, concise, and relevant, so that the selection panel can readily assess your application.

Electronic applications can be submitted via the Shire's website: [www.morawa.wa.gov.au/employment](http://www.morawa.wa.gov.au/employment) or sent via email to [hr@morawa.wa.gov.au](mailto:hr@morawa.wa.gov.au)

Posted applications should be marked "Private and Confidential" and addressed to.

Manager of Works and Services  
Shire of Morawa  
PO Box 26  
MORAWA, WA 6623

All submissions must be received by **2pm on Monday 2<sup>nd</sup> February 2026**.

**Interviews and appointments may be made prior to the closing date.**

## **EQUAL OPPORTUNITY STATEMENT**

The Shire of Morawa is committed to creating a diverse environment and is proud to be an equal opportunity employer. Shire maintains an equal opportunity policy in assessing all applications for any advertised position and provides a smoke free work environment.



## Shire of Morawa

### Position Description

POSITION DETAIL	
Position title	Plant Operator
Work location	Shire of Morawa
Employment Type	Full Time
Award	Municipal Employees (Western Australia) Award 2021
Level	Level 4
Positions supervised	None
Reports to	Team Leader (Roads)
Summary and Objectives	This position is part of the road works team maintaining roads and infrastructure.
Date (revised)	January 2026

### THE ORGANISATION

#### Our Community Vision is:

*“A welcoming and inclusive community that embraces what makes it unique, offering livability, variety, and opportunity for all.”*

#### Our Organizational values are:

- *We will be open and accountable*
- *We will have informed decision making*
- *We will be collaborative*
- *We will listen, communicate and respond*

#### Our Foundational Cultural Values are that we put C.A.R.E into what we do:

- *Commitment*
- *Attitude*
- *Respect*
- *Excellence*

### RESPONSIBILITIES AND DUTIES

Position	<u>Roads Works</u> <ul style="list-style-type: none"><li>• Road construction and maintenance via plant operations.</li><li>• Bitumen spraying and sealing.</li><li>• Water binding and surface compaction.</li><li>• Operate graders, road rollers, trucks, loaders/backhoe, incidental plant, and equipment as required, ticketed and authorized.</li><li>• Exercise roadside safety practices.</li><li>• Drainage and floodway construction.</li><li>• Installation of pipes and culverts.</li><li>• Complete private work as required.</li><li>• Assist with any building construction or maintenance works as required.</li></ul>
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	<ul style="list-style-type: none"> <li>Report all faults promptly to the Team Leader (Roads).</li> <li>Perform regular service maintenance.</li> <li>Maintain plant in a clean, tidy, and roadworthy condition.</li> </ul> <p><u>General</u></p> <ul style="list-style-type: none"> <li>Ability to work independently and generally unsupervised.</li> <li>High degree of self-responsibility and autonomy.</li> <li>Other duties as may be allocated from time to time by the Team Leader and/or CEO (beyond the teams and tasks listed above) to assist with the broader Operations Team's success.</li> </ul>
Organisational	<ul style="list-style-type: none"> <li>Embrace, support and participate in change to assist in achieving the Shire's goals and objectives.</li> <li>The ability to maintain strict confidentiality is an essential requirement of all employees of the Shire.</li> <li>Actively participate in the ongoing development, compliance and promotion of professional customer service standards.</li> <li>Recommend changes or strategies which promote a 'Continual Improvement' and 'Best Practice' approach to service delivery.</li> <li>Promote, maintain and improve the working environment and practices to ensure compliance with: <ul style="list-style-type: none"> <li>Industrial Awards,</li> <li>Workplace Health &amp; Safety legislation</li> <li>EEO legislation</li> <li>Shire Code of Conduct</li> <li>Shire Policies and Procedures.</li> </ul> </li> </ul>
Workplace Safety & Health	<ul style="list-style-type: none"> <li>Comply with workplace procedures for risk identification, risk assessment and risk control</li> <li>Participate in activities associated with the management of workplace health and safety</li> <li>Identify and report on health and safety risks, accidents, incidents, injuries and property damage at the workplace</li> <li>Correct utilization of appropriate personal protective equipment</li> </ul>

SELECTION CRITERIA	
Essential	<ul style="list-style-type: none"> <li>Sound experience in the operation of construction machinery such as graders, rollers, loaders, skid steer, water truck, for road maintenance or equivalent.</li> <li>HR Class Driver's License.</li> <li>Current WA White Card.</li> <li>Ability to work within a team and autonomously.</li> <li>Good communication skills.</li> <li>Basic knowledge of Workplace Health and Safety legislation and procedures.</li> <li>Basic knowledge and experience in road maintenance and plant</li> </ul>

	operations.
Desirable	<ul style="list-style-type: none"> <li>• Other plant operation tickets and relevant experience.</li> <li>• Extensive knowledge and experience in road maintenance and plant operations.</li> <li>• Sound knowledge of quality control techniques.</li> <li>• High attention to detail.</li> </ul>

I ..... hereby accept the terms and conditions set out in this position description.

Dated this ..... day of ..... 2026.

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Signature

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Marty Symmons  
CEO

# SHIRE OF MORAWA

## ORGANISATIONAL STRUCTURE

