

# General Information for the Position of

## Works Clerk

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**Further Information can be obtained from:**

Engineering Department - (02) 6847 6600

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115 Dubbo Street,  
(P.O. Box 6)  
WARREN NSW 2824

Phone: (02) 6847 6600

***SCHEDULE 1***

***ADVERTISEMENT FOR THE POSITION***

Works Clerk

## POSITION VACANT WORKS CLERK

Are you an organised, detail-oriented professional? We have the perfect opportunity for you!

The Works Clerk plays a key role in ensuring the smooth and efficient operation of our Engineering Services Department. This pivotal position supports the Divisional Manager and team through a variety of administrative and word processing tasks—while also being responsible for preparing essential works documentation.

### What You'll Do:

- Provide professional and timely clerical and administrative support to Engineering Services staff
- Prepare letters, reports, and other important documentation with accuracy and efficiency
- Administer works documentation crucial to construction and infrastructure projects
- Work collaboratively with internal teams to maintain seamless operations
- Uphold confidentiality and contribute to a respectful and productive workplace environment

### Essential Qualifications & Experience:

- Higher School Certificate or equivalent
- Microsoft computer course completion or relevant industry experience
- Proficiency in Microsoft Excel and Office Suite
- Strong typing and document preparation skills, with attention to detail
- Excellent understanding of office procedures, works programs, and teamwork dynamics
- Demonstrated commitment to high-quality customer and staff relationships
- A valid Class C Motor Vehicle Driver's Licence

The successful applicant will be employed on a full-time basis and will be required to pass a pre-employment medical assessment prior to confirmation of employment.

Conditions of employment are in accordance with the Local Government (State) Award, and Council's Salary System within Operational Band 2, Level 1, with the current salary range between \$1237.70 to \$1435.73 depending on knowledge and experience.

Superannuation 12%.

### Applications

An information package must be obtained by attending the Administration Centre, 115 Dubbo Street, Warren or by visiting Council website [www.warren.nsw.gov.au](http://www.warren.nsw.gov.au).

All applications should be addressed to the General Manager and include a Resume and the completed 'Employment Application Form' (in the information package) along with two (2) recent references/referees.

Applications can be lodged:

- Via mail – P.O. Box 6, Warren, NSW, 2824
- In person – 115 Dubbo Street, Warren, NSW, 2824
- Via email – [hr@warren.nsw.gov.au](mailto:hr@warren.nsw.gov.au)

For enquiries, contact Councils Engineering Department on (02) 6847 6600.

*Warren Shire Council recognises the skills and attributes of Veterans and welcomes applications from ex-service personnel.  
Council is an Equal Employment Opportunity employer.*

***SCHEDULE 2***

***POSITION DESCRIPTION***

Works Clerk

# Position Description

<b>Position Title:</b>	Works Clerk
<b>Department:</b>	Engineering Services
<b>Classification:</b>	Administrative / Technical Band 2 Level 1
<b>Grading:</b>	Local Government (State) Award Progression between Grades 1-5 is in line with Council's Salary System.
<b>Duration:</b>	Full-time
<b>Hours of Duty:</b>	19 day month flexitime system, 35 hour week 8.30 am start 5.00 pm finish, 1 hour lunch
<b>Annual Leave:</b>	4 weeks per year
<b>Responsible Officer:</b>	Divisional Manager Engineering Services
<b>Immediate Supervisor:</b>	Divisional Manager Engineering Services

## **Position Objectives:**

The position of Works Clerk is responsible for preparing and administering works documentation that are required at construction sites.

## **Licences, Qualifications and Experience:**

### **Essential:**

- Higher School Certificate or Equivalent.
- Microsoft Computer Courses or relevant industry experience.
- Understand and use Microsoft excel.
- Have a good understanding of Office procedures, confidentiality, works programs and ability to work as a team.
- Have excellent customer and staff relationship; and
- Class C Motor Vehicle Driver's Licence.

### **Desirable:**

- Hold administrative qualifications at Certificate 4 or better.
- Transport for NSW M3 Specification training
- Prepare workzone traffic management plan ticket

**Schedule of Duties:**

- Liaise with immediate supervisor about daily and weekly works.
- Attend schools, seminars, training sessions associated with this position if required.
- Ensure that there is no wastage or misuse of resources.
- Attend counter, telephone and written queries, requests and complaints promptly on request.
- Prepare and issue correspondence under delegation.
- Make recommendations on improvements in techniques and equipment within the area of responsibility.
- Update website and other Council sites.
- Assist other engineering staff or other departments as required and directed.
- Undertake office duties such as plan printing, telephone enquiries, counter enquiries, update plan file indices, input of action requests onto database and issue reports for staff or meetings.
- Ensure the Divisional Manager Engineering Services and the Engineering Services Department are provided with timely and accurate information and advice.
- Assist the Divisional Manager Engineering Services to ensure the effective and efficient use of resources in achieving organisational goals.
- Liaison with and preparation of letters to members of the general public and community organisations in regard to approvals for temporary road closures, street processions, fun runs, etc.
- Preparation and arrangement of advertisements, letters, memoranda and other correspondence.
- Carry out other duties as required by the Divisional Manager Engineering Services.
- Ability to organise work activities by determining the most appropriate ordering of tasks and considering impact on others to achieve results.
- Ability to work individually and with minimal supervision.
- Ability to calculate and measure quantity of materials.
- Ensure that all safety equipment and clothing is used where required in the correct manner.
- Liaise with immediate supervisor with regard to daily and weekly works.
- Record daily weather details.
- Prepared to work out of hours as required; and
- Administer the TfNSW's *OneRoad* system

**Customer Service:**

- Project and promote the image of Council as both positive and efficient through maintaining professional standards and presentation.
- Attend to enquiries from internal and external customers promptly and professionally.
- Communicate effectively and sensitively with both internal and external customers.
- Objectively solve disputes and/or problems that may arise with internal and external customers; and
- Work cooperatively with other organisations

**Work Health and Safety Responsibilities:**

All employees are responsible for WHS at Warren Shire Council and their duties include:

- Working in a safe manner without risk to themselves, others, Council's equipment, or the environment.
- Reporting all WHS hazards and incidents to their supervisor.
- Reporting all injuries and illnesses to their supervisor and the Work Health Safety/Risk Officer within 24 hours.
- Providing suggestion, through agreed consultation method, on how to improve WHS issues.
- Seeking assistance if unsure of WHS procedures.
- Reporting any faulty equipment or plant to their supervisor.
- Participate in WHS consultation arrangements in your workplace.
- Complying with any Return-to-Work Plan if injured.
- Correctly using all personal protective equipment; and
- Complying with emergency and evacuation procedures.

**Works Documentation:**

- Prepare site documentation including WHS, traffic, environmental, and quality paperwork for every worksite.
- Follow up and report on compliance with site documentation requirements.
- Apply for Road Occupancy Licenses (ROL) from Transport for NSW.
- Administer applications for Roads Act 1993 Section 138 permits.
- Administer NHVR permit approvals.
- Prepare RMCC System Performance Reports (SPR) and submit to Transport for NSW.
- Design workzone traffic management plans.
- Obtain dial-before-you-dig reports from Before-You-Dig-Australia.
- Administer renewal of the RMCC with Transport for NSW.
- Administer *Warren Shire Alert* communication.
- Prepare and submit to TfNSW, RMCC fortnightly schedule.

**Physical Demands:**

The position holder is required to be physically fit as they are likely to be exposed to a range of indoor activities and prolonged sitting, close eye work; dealing with the public; meeting deadlines.

**Key Accountabilities:**

- Adherence to authorised working hours.
- Adherence to adopted safe working practices.
- Adherence to adopted work specifications.
- Adherence to adopted policies of Council.
- Advise Divisional Manager Engineering Services if unable to attend or complete work or training.
- Ensure all records are maintained.
- Ensure harmonious and productive relationships exist with the Council Staff; and
- Promote a positive image of Council.

**Output Measures:**

- Standard of workmanship.
- Number of work safety incidents.
- Record of staff matters.
- Attendance record; and
- Presentation.

**Position Skill Descriptors – Administrative / Technical / Trades Band, Level 1 (B2 L1):**

**Authority and accountability:** Responsible for the completion of work requiring the application of trades, administrative or technical skills. Requisition of materials, tools and minor plant and Time, Plant, Contractor, and Maintenance Management System sheets

**Judgement and problem solving:** Skills in assessing situations and in determining processes, tools, and solutions to problems. Guidance is available.

**Specialist knowledge and skills:** Positions will have demonstrated competence in several key skill areas related to major elements of the job.

**Management skills:** Positions may require skills in the supervision or co-ordination of small groups.

**Interpersonal skills:** Communication skills to explain situations or advise others.

**Qualifications and experience:** Appropriate work-related trade, technical or administrative qualifications or specialist skills training.

## Competencies and Skills

**Job Title:** Works Clerk  
**Band:** 2  
**Level:** 1

<b><u>Grade 1</u></b>	
Class C Driver's License	<input type="checkbox"/>
Proficiency in telephone/ photocopiers/ /other office equipment	<input type="checkbox"/>
Understanding of Work Health and Safety & Risk Management	<input type="checkbox"/>
Ability to communicate with the public	<input type="checkbox"/>
Ability to work to pre-determined deadlines	<input type="checkbox"/>
Understanding of meeting procedure	<input type="checkbox"/>
Demonstrated ability to communicate with other staff	<input type="checkbox"/>
Ability to prepare meeting agenda	<input type="checkbox"/>
Ability to prepare basic reports, advertisements, memos, letters	<input type="checkbox"/>
Ability to maintain all records accurately, concisely and ensure the details are easily retrievable	<input type="checkbox"/>
Basic knowledge of spreadsheets	<input type="checkbox"/>
Understanding of the Privacy & Personal Information Act	<input type="checkbox"/>
Ability to prepare and arrange publication of advertisements	<input type="checkbox"/>
Knowledge of Anti-Discrimination Act & EEO Act	<input type="checkbox"/>
Demonstrated ability to prepare WHS, traffic, environmental, and quality site documentation	<input type="checkbox"/>
Understand NHVR approval process	<input type="checkbox"/>
Demonstrated ability to prepare the TfNSW's RMCC System Performance Reports (SPR)	<input type="checkbox"/>
Working knowledge of the TfNSW's <i>OneRoad</i> system	<input type="checkbox"/>
	<input type="checkbox"/>
<b><u>Grade 2</u></b>	<input type="checkbox"/>
Demonstrated ability to co-operate and work as a team	<input type="checkbox"/>
Working knowledge of ordering procedures	<input type="checkbox"/>
Prepare and submit reports on work status	<input type="checkbox"/>
Sound knowledge of Work Health and Safety and Risk Management	<input type="checkbox"/>
Prepare reports at an acceptable standard	<input type="checkbox"/>
Prepare Workzone Traffic Management Plans ticket	<input type="checkbox"/>
Ability to obtain Road Occupancy License from the Transport for NSW	<input type="checkbox"/>
Working knowledge of the <i>Warren Shire Alert</i> communication system	<input type="checkbox"/>
Training in Transport for NSW M3 specification	<input type="checkbox"/>
Communicate effectively with operational personnel, supervisors, and members of the public to ensure proper understanding.	<input type="checkbox"/>

<b><u>Grade 2 (Cont.)</u></b>	
Working knowledge of meeting procedures	<input type="checkbox"/>
Working knowledge of Council's policies and procedures	<input type="checkbox"/>
Ability to prioritise workload	<input type="checkbox"/>
Ability to prepare and collate the staff and Manager's Reports for Council and Committee Business Papers	<input type="checkbox"/>
Ability to interpret Council's Fees and Charges	<input type="checkbox"/>
Proven database skills	<input type="checkbox"/>
Demonstrated ability to work unsupervised	<input type="checkbox"/>
Knowledge & Understanding of Council's Records Management and Procedure Manual	<input type="checkbox"/>
<b><u>Grade 3</u></b>	<input type="checkbox"/>
Train staff one on one	<input type="checkbox"/>
Ability to participate in staff recruitment	<input type="checkbox"/>
Sound knowledge of databases	<input type="checkbox"/>
Working knowledge of one other secretarial work area	<input type="checkbox"/>
Develop & Maintain Procedures for your relevant section	<input type="checkbox"/>
Prepare project folders for identified budget projects.	<input type="checkbox"/>
RMS preparation of site folders	<input type="checkbox"/>
Update Council's web page	<input type="checkbox"/>
Ability to prepare dial-before-you-dig applications	<input type="checkbox"/>
Prepare for managers, Interview packages/performance reviews	<input type="checkbox"/>
<b><u>Grade 4</u></b>	<input type="checkbox"/>
Delegate complaints and tasks within engineering areas	<input type="checkbox"/>
Set standards of performance quality, quantity and time to improve engineering customer focus and staff resourcing needs.	<input type="checkbox"/>
Apply initiative and judgement to accommodate changing work conditions	<input type="checkbox"/>
Monitor engineering performance and compliance with safety procedures and practices.	<input type="checkbox"/>
Working knowledge of at least two other secretarial work areas	<input type="checkbox"/>
Maintain Council's 5 Year Works and Plant Program	<input type="checkbox"/>
Ability to co-ordinate Council's social media program	<input type="checkbox"/>
Understanding of Council's Road & Bridge Network	<input type="checkbox"/>
<b><u>Grade 5</u></b>	
Ability to prepare complicated reports	<input type="checkbox"/>
Sound Communication Skills in Dealing with Councillors and the Public	<input type="checkbox"/>
Certificate IV in Business Administration (or other agreed relevant Certificate/Course or 7 years relevant experience)	<input type="checkbox"/>
Qualifications in Work, Health and Safety management	<input type="checkbox"/>

**SCHEDULE 3**

**EMPLOYMENT APPLICATION FORM**

*(Return this section with your Resume)*

Works Clerk

# Employment Application Form

*(Return this section with your Resume)*

## Privacy Statement:

As part of the recruitment process Warren Shire Council will be collecting information about you. This information is private information for the Privacy and Personal Information Protection Act. This information will be included in the recruitment file and accessed by Council Human Resources staff and members of the Recruitment Selection Panel. Applicants may request their information be returned to them at the conclusion of the recruitment process.

**Personal Details \* Required Fields**

<b>First Name*</b>	<b>Last Name*</b>
<b>E-mail*</b>	
<b>Phone*</b>	<b>Mobile</b>
<b>Street Address*</b>	<b>Postal Address*</b>
<b>City, Town, Suburb*</b>	<b>Postcode*</b>
<b>Country*</b>	<b>State*</b>

## Questions

<p><b>1. Please indicate your eligibility to work in Australia*</b></p> <ul style="list-style-type: none"><li>a. Australian/New Zealand Citizen</li><li>b. Permanent Resident</li><li>c. Current Visa including Visa Class and duration (expiry date)</li><li>d. None of the above</li></ul>
<p><b>2. If you answered Current Visa or None of the above, please provide details of your eligibility to work in Australia including Visa date or issue and any Visa restrictions</b></p>
<p><b>3. Have you read and understood the position description and the requirements for the position that you are applying for? *</b></p> <ul style="list-style-type: none"><li>a. Yes</li><li>b. No</li></ul>
<p><b>4. Have you ever previously been employed by Warren Shire Council? *</b></p> <ul style="list-style-type: none"><li>a. Yes</li><li>b. No</li></ul>

5. If you answered Yes to the above question, please provide details of your employment (dates of employment and job/position title) \*

6. Please explain your motivation for applying for this position and why you believe you are a suitable candidate\*

7. Do you have any trade certificates, university or TAFE certificates or other (traffic control, etc.)? \*

a. Yes

b. No

8. If you answered Yes to the question above, please outline your qualifications and your experience in relation to this position within Local Government\*

Attach certified copies of all relevant documentation to this application\*

9. What Class of motor vehicle driving licence do you hold? \*

a. None

b. Class C

c. Class LR

d. Class MR

e. Class HR

f. Class HC

g. Class MC

h. Other (please explain)

State of Issue:

Expiry Date:

**10. Do you hold a SafeWork NSW Construction Induction (White Card) or equivalent? \***

a. Yes (Number on Card)

b. No

**11. Have you had experience working in a team environment? \***

a. Yes

b. No

**12. If you answered Yes to the above question, please detail your experience including examples\***

**13. Excellent Time Management, Customer Service, and Conflict Resolution skills are essential in this role. Provide actual examples of your experience of these skills\***

**14. Equal Employment Opportunity - Please note that providing this information is voluntary, any information you provide will remain confidential and will only be used for the gathering of statistical data.**

**Are you Male or Female?**

a. Male

b. Female

**15. Do you identify as Aboriginal or Torres Strait Islander?**

a. Yes

b. No

**16. Is English the primary language spoken at home?**

a. Yes

b. No

**17. Do you have a disability?**

**a. Yes**

**b. No**

**18. If you answered Yes to the question above, please state what support or assistance you may require in order to help through the recruitment process.**

**19. Have you ever been a serving full-time member of the Australian Defence Force, or a reservist on continuous full-time service?**

**a. Yes**

**b. No**