

# **General Information for the Position of Heavy Diesel Mechanic**

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**Further Information can be obtained from:**

Sylvester Otieno - (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***

***Heavy Diesel Mechanic***

## Position Vacant Heavy Diesel Mechanic

Warren Shire Council is seeking a motivated and skilled Heavy Diesel Mechanic to join their team on a full-time basis.

This position offers an exciting opportunity to expand your knowledge and work on a variety of different machinery. The successful applicant will become part of a small team responsible for the efficient servicing, maintenance and repairs of Council's plant fleet both in the workshop and in the field.

To be successful in this role, you will possess Certificate III in Heavy Commercial Vehicle Mechanical Technology and your Motor Vehicle Tradesperson Certificate. A full list of essential and desirable criteria can be found in the information package.

### Employment Conditions

- Salary Range: \$1403.60 - \$1628.18 per week + allowances
- Superannuation 12%
- 9-day fortnight

The successful applicant will be subject to a pre-employment medical assessment prior to confirmation of employment.

### Applications

An information package **must** be obtained by attending the Administration Office, 115 Dubbo Street, Warren or by visiting Council website <https://www.warren.nsw.gov.au/council/employment>

All applications should include a Resume and a completed 'Employment Application Form' (obtained 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 Sylvester Otieno on (02) 6847 6600 or email [hr@warren.nsw.gov.au](mailto:hr@warren.nsw.gov.au)

*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***

***Heavy Plant Mechanic***

## Position Description

<b>Position Title:</b>	Heavy Diesel Mechanic
<b>Department:</b>	Engineering Services
<b>Classification:</b>	Band 2 Level 2
<b>Grading:</b>	Local Government (State) Award 2020. Progression between Grades 1-5 in line with Council's Salary System.
<b>Hours of Duty:</b>	9 day fortnight, 38 hour week 7.00am start 4.15pm finish (Winter), 6.15am start 3.30pm finish (Summer) 30 minutes lunch break.
<b>Annual Leave:</b>	4 weeks per year
<b>Immediate Supervisor:</b>	Workshop Co-ordinator
<b>Responsible Officer:</b>	Divisional Manager of Engineering Services

### **Position Objectives:**

The position of Heavy Diesel Mechanic is one (1) within a team of workers responsible for the efficient repair, monitoring, servicing and maintenance of Council's vehicles, plant and equipment.

It is a requirement of the position that the person be able to work in a team environment and on an individual basis and go about their work in a planned way with a minimum of problems and maximum efficiency.

It is also expected that the incumbent is a person who can lead and motivate others in the team, pass on trade skills to others and solve most problems as they arise without reference to the supervisor.

**Qualifications, Licences and Experience:****Essential:**

Certificate III in Heavy Commercial Vehicle Mechanical Technology or obtaining.  
Motor Vehicle Tradesperson Certificate (MVTC)  
Minimum 2 years post-trade experience as a Heavy Diesel Mechanic  
Class MR Driver's Licence  
Construction Induction Card (White Card)  
Welding experience – MIG, Oxy and Stick

**Desirable:**

TFNSW Light/Heavy Vehicle Examiners Certificate  
Refrigerant Handling Licence  
First Aid Certificate  
Confined Spaces Course  
Class HC driver's licence  
Certificate of Competency: Forklift

**Schedule of Duties:**

- Be aware of plant and equipment capabilities
- Repair and maintain Council plant and machinery
- Service Council plant and machinery
- Ensure plant, equipment and machinery is fully operative and in safe working order and always operated in a safe and legal way in accordance with all relevant Acts
- 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
- Initiate instructions to and supervise staff under direct control of the Heavy Diesel Mechanic
- Organise daily plant and material requirements, organise stores requisitions
- Ensure that all work sites are left in a neat, tidy and safe condition
- Prepare insurance reports as required
- Attend training sessions associated with the position as required
- Ensure that there is no wastage or misuse of resources
- Carry out other duties as required that are within the limits of the employee's skill, competence and training.

### **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
- 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.

### **Physical Demands**

The position holder is required to be physically fit as they are likely to be exposed to a range of indoor and outdoor workshop conditions as well as field servicing and repair activities, prolonged sitting, and some close eye work.

### **Key Accountabilities**

- Adherence to authorised working hours
- Adherence to adopted safe working practices
- Adherence to adopted works specifications
- Control of plant and materials under direct control of the Plant Mechanic
- Adherence to adopted policies of Council
- Carry out duties as instructed
- Report any problems with plant and equipment, mechanical or otherwise, to the Workshop Coordinator

- Demonstration of good driving/operating and low maintenance record for plant operated
- Advise Workshop Coordinator if unable to attend or complete work or training
- Ensure all records are maintained
- Ensure harmonious and productive relationships exist with all Council staff
- Promote a positive image of Council
- Processing of time, plant, contractor and maintenance management system sheets
- Mechanical condition of all plant and equipment to such a level to promote a positive image of Council
- Expenditure control
- Programming of scheduled maintenance and servicing of Council vehicles, plant and equipment

### **Output Measures**

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

### **Position Skill Descriptors - Trades Band 2, Level 2 (B2 L2):**

**Authority and accountability:** Responsibility as a trainer/co-ordinator for the operation of a small section which uses staff and other resources, or the position completes tasks requiring specialised technical/administrative skills.

**Judgement and problem solving:** Skills to solve problems which require assessment of options with freedom within procedural limits in changing the way work is done or in the delegation of work. Assistance may be readily available from others in solving problems.

**Specialist knowledge and skills:** Positions will have specialised knowledge in a number of advanced skill areas relating to the more complex elements of the job.

**Management skills:** May require skills in supervising a team of staff, to motivate and monitor performance against work outcomes.

**Interpersonal skills:** In addition to interpersonal skills in managing others, the position may involve explaining issues/policy to the public or others and reconcile different points of view.

**Qualifications and experience:** Thorough working knowledge and experience of all work procedures for the application of technical/trades or administrative skills, based upon suitable certificate or post-certificate-level qualifications.

# Warren Shire Council

## Competencies and Skills

**Job Title:** Heavy Diesel Mechanic  
**Band:** 2  
**Level:** 2

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<b><u>Grade 1</u></b>	
MR Licence	<input type="checkbox"/>
Construction Induction White Card	<input type="checkbox"/>
Certificate III Heavy Commercial Vehicle Mechanical Technology	<input type="checkbox"/>
Motor Vehicle Tradesperson Certificate (MVTC)	<input type="checkbox"/>
Demonstrated post-trade experience repairing heavy plant/vehicles	<input type="checkbox"/>
Basic record keeping	<input type="checkbox"/>
Basic computer skills	<input type="checkbox"/>
Understanding of WHS	<input type="checkbox"/>
Proof that Introduction to New Staff has been read	<input type="checkbox"/>
Knowledge of Anti-discrimination Act	<input type="checkbox"/>
<b><u>Grade 2</u></b>	
High Risk Work Licence - Forklift	<input type="checkbox"/>
Confined Spaces Training	<input type="checkbox"/>
First Aid Certificate	<input type="checkbox"/>
Refrigerant Handling Licence	<input type="checkbox"/>
Sound mechanical knowledge of Council plant	<input type="checkbox"/>
Ability to interpret workshop manuals, wiring diagrams etc.	<input type="checkbox"/>
Ability to service and maintain small plant (mowers, generators etc)	<input type="checkbox"/>
Ability to service and maintain light plant (cars, utes etc.)	<input type="checkbox"/>
Ability to service and maintain heavy plant (graders, trucks, rollers, backhoes, tractors etc.)	<input type="checkbox"/>
Sound working knowledge and ability to diagnose and repair hydraulic systems	<input type="checkbox"/>
Sound working knowledge and ability to diagnose and repair pneumatic systems	<input type="checkbox"/>
Sound working knowledge and ability to diagnose and repair diesel systems	<input type="checkbox"/>

# Warren Shire Council

## Competencies and Skills

Job Title: Heavy Diesel Mechanic  
Band: 2  
Level: 2

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<b><u>Grade 2 (Continued)</u></b>	
Sound working knowledge and ability to diagnose and repair electrical systems	<input type="checkbox"/>
Ability to operate various items of plant for testing and servicing	<input type="checkbox"/>
Working knowledge of pump operation and maintenance	<input type="checkbox"/>
Ability to perform general fabrication and welding work	<input type="checkbox"/>
Knowledge of stores issue and ordering procedures	<input type="checkbox"/>
Ability to initiate and accept responsibility for own work	<input type="checkbox"/>
Demonstrated ability to co-operate and work as part of a team	<input type="checkbox"/>
Demonstrated ability to work unsupervised and ensure quality of own work	<input type="checkbox"/>
Ability to communicate effectively – both oral and written	<input type="checkbox"/>
Ability to maintain accurate records	<input type="checkbox"/>
Proven ability to prioritise tasks and meet deadlines	<input type="checkbox"/>
Ability to understand environmental requirements	<input type="checkbox"/>
Good working knowledge of WHS responsibilities	<input type="checkbox"/>
<b><u>Grade 3</u></b>	
HC Licence	<input type="checkbox"/>
TFNSW Light Vehicle Examiners Certificate	<input type="checkbox"/>
TFNSW Heavy Vehicle Examiners Certificate	<input type="checkbox"/>
Certificate of Competency – Backhoe	<input type="checkbox"/>
Certificate of Competency – Loader	<input type="checkbox"/>
Ability to train other staff on a one-on-one basis including apprentices	<input type="checkbox"/>
Advanced working knowledge of plant servicing and maintenance	<input type="checkbox"/>
Good working knowledge of sourcing parts through suppliers	<input type="checkbox"/>
Solid working knowledge of plant capabilities	<input type="checkbox"/>
Demonstrated ability to diagnose and repair failures across all of Council's plant	<input type="checkbox"/>

# Warren Shire Council

## Competencies and Skill

**Job Title:** Heavy Diesel Mechanic  
**Band:** 2  
**Level:** 2

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<b><u>Grade 4</u></b>	
Demonstrated ability to communicate and work with other department staff and supervisors	<input type="checkbox"/>
Ability to express ideas and information clearly to others	<input type="checkbox"/>
Proven ability to solve complex problems	<input type="checkbox"/>
Proven ability to design, build and modify equipment successfully	<input type="checkbox"/>
Ability to train, coach and motivate staff	<input type="checkbox"/>
Electrical Test and Tag Certification	<input type="checkbox"/>
Thorough knowledge of the structure of Council and its committees	<input type="checkbox"/>
Demonstrated advanced ability in welding and fabrication	<input type="checkbox"/>
Ability to perform complex repairs on a variety of Council plant	<input type="checkbox"/>
Ability to contribute feedback to assist in the plant replacement program	<input type="checkbox"/>
Ability to supervise	<input type="checkbox"/>
<b><u>Grade 5</u></b>	
Ability to satisfactorily relieve the Workshop Co-ordinator during extended absences	<input type="checkbox"/>

***SCHEDULE 3***

***Employment Application Form***

***Heavy Diesel Mechanic***

# Employment Application Form

## 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

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

## Questions

<p>1. Please indicate your eligibility to work in Australia*</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>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</p>
<p>3. Have you read and understood the position description and the requirements for the position that you are applying for? *</p> <ul style="list-style-type: none"><li>a. Yes</li><li>b. No</li></ul>
<p>4. Have you ever previously been employed by Warren Shire Council? *</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:**

<p><b>10. Do you hold a SafeWork NSW Construction Induction (White Card) or equivalent? *</b></p> <p>a. Yes (Number on Card) _____</p> <p>b. No</p>
<p><b>11. Have you had experience working in a team environment? *</b></p> <p>a. Yes</p> <p>b. No</p>
<p><b>12. If you answered Yes to the above question, please detail your experience including examples*</b></p>
<p><b>13. Excellent Time Management, Customer Service, and Conflict Resolution skills are essential in this role. Provide actual examples of your experience of these skills*</b></p>
<p><b>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.</b></p> <p><b>Are you Male or Female?</b></p> <p>a. Male</p> <p>b. Female</p>
<p><b>15. Do you identify as Aboriginal or Torres Strait Islander?</b></p> <p>a. Yes</p> <p>b. No</p>
<p><b>16. Is English the primary language spoken at home?</b></p> <p>a. Yes</p> <p>b. No</p>

**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 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