



*Making an even better Berrigan Shire*

# Position Description

## Roller Operator

Directorate	Technical Services
Location	Berrigan, Tocumwal, Finley, Barooga
Classification/Grade/Band	PLANT & MACHINERY OPERATOR 1 Band 4
Position Code	PD_ROLLER OPERATOR
Date position description approved	9 August, 2019

### Council overview

The Berrigan Shire Council is a rural community with a population exceeding 8,500 and comprising the four towns of Finley, Berrigan, Tocumwal and Barooga; bordered by the Murray River and bushlands in the south and surrounded by dry and irrigated farming lands.

### Council values

Committed to making an even better Berrigan Shire, instilling the values of Integrity, Leadership, Selflessness, Objectivity, Accountability, Openness, Honesty, Respect, Trust and Teamwork, Advocacy, and Partnership

### Primary purpose of the position

The primary purpose of the position the Roller Operator is to operate the roller under instruction from the Ganger, and assist a small team in the construction of Council's roads, implementing work schedules and ensuring Council's infrastructure meets a safe and high quality standard.

### Key accountabilities

Within the area of responsibility, this role is required to:

- Maintain and operate the roller in a safe manner and prepare roadway pavements to meet the required compaction standard.
- Operate additional plant, as required to ensure roadworks and other construction and maintenance duties are completed according to established work schedules;

- Work as part of the construction and/or maintenance team ensuring tasks are performed to a quality standard, and work health and safety requirements are met;
- Communicate with members of the public, fellow staff and overseers in accordance with Council's Code of Conduct, and refer any issues raised onto appropriate staff to ensure they are followed up and addressed.

## Key challenges

- Meeting project targets, and completing scheduled work to an acceptable level of service during adverse weather conditions and other varying factors;
- Working with other maintenance/construction crews during staff absences;
- Backfilling in other positions when required.

## Key internal relationships

Who	Why
Roads and Construction Overseer	Direct report; Advise of works required, progress of works and any emergency works
Ganger	Supervisor

## Key external relationships

Who	Why
Community members	Ensure the public remain safe whilst travelling through roadworks

## Key dimensions

## Decision making

## Reports to

Roads Overseer

## Essential requirements

- Australian Drivers Licence
- Plant operation experience
- Construction Induction Card
- Implement Traffic Control Plans qualification

## Capabilities for the role

The Local Government Capability Framework describes the core knowledge, skills and abilities expressed as behaviours, which set out clear expectations about performance in local government: “how we do things around here”. It builds on organisational values and creates a common sense of purpose for elected members and all levels of the workforce. The Local Government Capability Framework is available at <https://www.lgnsw.org.au/capability>

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

Local Government Capability Framework		
Capability Group	Capability Name	Level
 <b>Personal attributes</b>	Manage Self	Adept
	Display Resilience and Adaptability	Intermediate
	Act with Integrity	Intermediate
	<b>Demonstrate Accountability</b>	<b>Intermediate</b>
 <b>Relationships</b>	Communicate and Engage	Intermediate
	Community and Customer Focus	Intermediate
	<b>Work Collaboratively</b>	<b>Adept</b>
	Influence and Negotiate	Intermediate
 <b>Results</b>	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	Create and Innovate	Foundational
	<b>Deliver Results</b>	<b>Intermediate</b>
 <b>Resources</b>	Finance	Foundational
	<b>Assets and Tools</b>	<b>Intermediate</b>
	Technology and Information	Foundational
	Procurement and Contracts	Foundational

## 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 at satisfactory level for a candidate to be suitable for appointment.

Local Government Capability Framework		
Group and Capability	Level	Behavioural Indicators
<b>Personal Attributes</b> Demonstrate Accountability	Intermediate	<ul style="list-style-type: none"> <li>Follows through reliably and openly takes responsibility for own actions;</li> <li>Understands delegations and acts within authority level;</li> <li>Is vigilant about the use of safe work practices by self and others;</li> <li>Is alert to risks in the workplace and raises them to the appropriate level.</li> </ul>
<b>Relationships</b> Work Collaboratively	Adept	<ul style="list-style-type: none"> <li>Contributes to a culture of respect and understanding in the organisation;</li> <li>Creates an atmosphere of trust and mutual respect within the team;</li> <li>Builds cooperation and overcomes barriers to sharing across teams/units;</li> <li>Relates well to people at all levels and develops respectful working relationships across the organisation;</li> <li>Identifies opportunities to work together with other teams/units;</li> <li>Acts as a resource for other teams/units on complex or technical matters.</li> </ul>
<b>Results</b> Deliver Results	Intermediate	<ul style="list-style-type: none"> <li>Takes the initiative to progress own and team work tasks;</li> <li>Contributes to the allocation of responsibilities and resources to achieve team/project goals;</li> <li>Consistently delivers high quality work with minimal supervision;</li> <li>Consistently delivers key work outputs on time and on budget.</li> </ul>
<b>Resources</b> Assets and Tools	Intermediate	<ul style="list-style-type: none"> <li>Uses a variety of work tools and resources to enhance work products and expand own skill set;</li> <li>Ensures others understand their obligations to use and maintain work tools and equipment appropriately;</li> <li>Contributes to the allocation of work tools and resources to optimise team outcomes.</li> </ul>