

Road Crew Maintenance Supervisor

Join the Paroo Shire Council Team
Click on the link below and find the job that is YOU!
Launch your new career NOW!



Sitting in stunning Southwest Queensland, a stone's throw from the NSW boarder and a short sidestep (or two) to the South Australia border, the Paroo Shire comprises of four towns, Cunnamulla, Eulo, Wyandra and Yowah. The shire hosts vast cultural diversity within its vibrant rural communities with a shire population of approximately 1679 residents. Main industries include but certainly not limited to within the shire include beef, prime lamb, wool and goat production, apiary, wildlife harvesting, opal mining and the growing tourism industry.

About Paroo Shire Council

A Paroo Shire Council career goes beyond business as usual. You'll find exciting development pathways rich in opportunity. Our thriving and engaged culture-first workplace is built on the passion and talent of people who proudly deliver vital services and exciting projects to a community they care about.

Our organisation comprises of a multicultural workplace of around 75 (2023-2024) full-time, part-time and casual employees, all benefiting from great flexibility, work/life sway, study support, health and wellbeing initiatives and ongoing learning.

Paroo Shire Council has a close-knit culture, with networking encouraged to support all teams.

Why You'll Like Working Here

At Paroo Shire Council, we are committed to our community and its environment and provide our employees with the same level of commitment and care. As a member of a close-knit team, you will experience a connected and supportive environment.

The team you will join is welcoming and knowledgeable and ready to collaborate to continually improve our systems and processes.

We offer diverse and rewarding work, ongoing training and development opportunities, and genuine work-life balance. Additionally, our staff have the opportunity to deliver on initiatives that have a tangible impact on the daily lives of residents.

We will offer you a competitive remuneration packaging and allowances

- Partly furnished accommodation where you can create a home may be considered
- Relocation expenses considered on application
- Time to relax with family and friends with 4 weeks annual leave and 17.5% loading
- A nine (9) day fortnight to enjoy a leisurely long weekend
- Uniforms so that you never need to find something to wear.

If you would like further information, please contact:
Denise O'Brien Manager Human Resources on
07 4655 8400, or simply email a cover letter and your resume outlining your
qualifications and experiences to hr@paroo.qld.gov.au

We invite you to learn more about what Paroo Shire Council has to offer at
<https://www.paroo.qld.gov.au/>

[CALL NOW](#)



POSITION DESCRIPTION

ROAD CREW MAINTENANCE SUPERVISOR

Position Number:	759	Location:	Cunnamulla
Award:	Queensland Local Government Industry Award (Stream A) – State 2017		
Certified Agreement:	Paroo Shire Council – Non-Operational Staff Certified Agreement 2021-2024		
Classification Level:	4	Employment Type:	Permanent Full Time
Department / Team:	Infrastructure Services / Operations		
Reports to:	Works Coordinator	Supervises:	5 direct reports

Our Values

In making and implementing our decisions we will be guided by the principles of *integrity, efficiency and continuous improvement* and exhibit the following values:

- P – Pride
- A – Accountability
- R – Respect
- O – Open and Transparent
- O – Opportunities for Employment
- S – Safety
- C – Commitment



Position Objectives

The Road Crew Maintenance Supervisor is responsible for effectively and efficiently managing the delivery of Council's Road Maintenance Works Program and Capital Works Program throughout the Shire through ongoing supervision and coordination of the road crew to ensure that construction and maintenance work is performed to the high standard required by Council and their clients.

The Road Crew Maintenance Supervisor will coordinate staff and other resources to provide optimum delivery of services, while fostering and supporting a positive culture of teamwork, safety and continuous improvement. This position may be required to rotate through other supervisor positions within the Infrastructure Department.

Key Responsibilities

- Plan and manage the day-to-day activities of the road maintenance crew, providing an appropriate level of supervision.
- Ensure the crew have the resources required to complete assigned projects/tasks to provide high quality works that conform to required specifications and/or work practices within agreed timeframes.
- Model safe and healthy workplace behaviour and ensure the crew follow all procedures and safe work methods relating to work being undertaken.
- Provide clear and open communication to all crew members.
- Ensure the timely approval and verification of the crew's timesheets.
- Maintain quality document control on site, including but not limited to: Employee timesheets, Safe Work Method Statements, Risk assessments, JSAs, Take 5's, Hazard inspections, Safe Operating Procedures, Daily Diaries, Plant pre-starts, Cross fall and width checks.
- Ensure crew undertake plant pre-start inspections and report any defects or safety concerns to mechanical service Team.
- Liaise with Works Supervisors and the Works Coordinator regarding planning work within the current works program.
- Liaise with landholders or their managers regarding work activities and requests, and report outcomes to the Works Coordinator and relevant Team Leaders.

- Provide leadership and assistance in related areas of construction and maintenance within the Infrastructure Department, as required.
- Communicate clearly with Council teams and community stakeholders and always represent Council positively and professionally.
- Proactively participate in identifying, recommending, developing and implementing measures through which allocated tasks and responsibilities may be carried out more effectively and efficiently.
- Undertake a range of tasks, as needed on the work site, including labouring, within the scope of the position, consistent with skills, competence and training.
- Engage in continued self development through training and mentoring activities to ensure that knowledge and skills are kept at the necessary level to deal with current and future requirements of the role.

Qualifications, Skills and Experience

Essential

- Certificate III in Civil Construction and/or minimum 5 years' experience in civil road construction and maintenance.
- 'C' Class Queensland Drivers Licence or higher.
- Construction Safety Induction Card (White Card).
- Pre-Employment Health Assessment and National Police Check prior to appointment.
- Demonstrated experience in a supervisory role with strong leadership and team building skills and the ability to motivate and influence staff to achieve positive outcomes.
- Sound written and verbal communication, literacy, numeracy and computer skills.
- Demonstrated ability to work under minimal supervision to manage and meet timeframes and deadlines and be capable of carrying out the physical requirements of this position, including manual labouring as required.
- Sound experience and ability in the application of road construction and maintenance practices.
- Demonstrated ability to review processes and procedures and identify, resolve and report on unclear or incorrect information in scopes of work.

Desirable

- Certificate IV in Civil Construction
- 'MR' Class Queensland Drivers licence or higher.
- Experience in use of job costing processes and estimating for private works.
- First Aid and CPR Certificate.
- Confined Space Entry Certificate.
- Level 2 Traffic Management ticket.

Corporate Accountabilities

- Demonstrated commitment to apply and adhere with Council's Policies and Procedures and Local Government Act 2009, including but not limited to Council's Code of Conduct, Work Health and Safety Policy and Anti-Discrimination Policy.
- Capable of carrying out the physical and inherent requirements of the position and being flexible and adaptable to meet the requirements of the position.
- Maintain a positive team culture based on honesty, trust and integrity.
- Perform jobs, tasks and processes in accordance with relevant guidelines and standards.
- Maintain confidentiality of Council information obtained during the course of employment.
- Operate and maintain Council assets including equipment, plant and fleet within Council guidelines and manufacturers' specifications.
- Foster and maintain strong stakeholder relationships directly or indirectly associated with Council.
- Provide consistent and timely customer services to our colleagues and communities.

Work Health and Safety

- Apply Council policies and procedures in everyday work activities to assist Council in ensuring a safe work environment and to meet the standards imposed by any relevant safety legislation as required by Queensland’s Work Health and Safety Act 2011.
- Maintain a positive attitude towards acquiring an understanding of work health and safety (WHS) legislation, including Council WHS policies and procedures and foster and maintain a positive attitude towards WHS within the individual work teams.

Position Description Acceptance

I agree and accept all terms, conditions and duties outlined in this document.

Employee Name: _____

Employee Signature: _____ Date: _____