Loader Operator
Position Outline

Position	Loader Operator
Work Location	Waste Management Facility, 150 Jessop Drive
Directorate	Community Services
Section	Recycling
Reports to	Coordinator, Recycling
Annual Salary	$80,458.11
Classification	Yard 5, Mount Isa City Council Certified Agreement 2024
Engagement Type	Full-Time

POSITION OBJECTIVE

This position is to operate as a team member to achieve environmental compliance at Council's Waste Management sites, primarily the Materials Recovery Facility (MRF), by effectively and efficiently working with other team members and operating plant and machinery whilst adhering to workplace health and safety requirements.

This Position requires safe and appropriate operation of a Front-End Loader within the MRF building, and assisting with the general MRF operations, as well as occasional Operation of other Plant and Machinery within the wider Waste Management Group.

POSITION REQUIREMENTS

- Current tickets/certificates/RII competencies in Front End Loader or Manitou Telehandler.
- Current Class HR Driver Licence (inclusive of manual "C" class) is Desirable.
- Current Car Driver Licence is Mandatory.
- SafeWork High Risk Licence for LF – Forklift – desired.
- Construction Induction Certificate (WHS White Card).
- Sound understanding of pre-start.
- Inspections and the ability to undertake basic servicing and preventative maintenance of plant and equipment.
- Sound literacy and numeracy skills necessary to maintain servicing records and completion of timesheets and other relevant documentation.
- Working knowledge of Workplace Health and Safety requirements and the ability to undertake manual labouring duties correctly.
- An interest in Recycling, or previous experience within a recycling environment, is desirable
- Ability to operate as an effective team member and contribute to the achievement of team objectives.
- Ability to work outdoors in varying weather conditions and undertake the physical demands of the position.

KEY RESPONSIBILITIES

This position is responsible for the following areas and includes but is not limited to:

- Undertake all labouring and manual handling duties associated with the operation and maintenance of the Materials Recovery Facility.
- Carry out maintenance on small machinery and equipment.
- Undertake general maintenance duties including litter collection, relocation of litter screens and installation of barriers for public safety.
- Undertake any other lawful duties as directed by the Leading Hand, Coordinator or Manager.
- Maintain confidentiality with all activities of the waste services business.
- Actively contribute to a positive team environment and support best practice.
- Be available for emergency work (i.e. fire control).
- Work outdoors in all weather conditions subject to operational requirements.
- Operate all Council plant, vehicles and equipment in accordance with relevant licences, competencies, safe work procedures and operational requirements.
- Ensure all assigned plant machinery is operated safely and competent manner.
- Ensure all vehicles are maintained in a clean and serviceable condition.
- Undertake pre-start checks on all allocated plant, vehicles and equipment prior to operation.
- Undertake basic servicing and preventative maintenance of all plant, equipment and machinery.
- Report all incidents hazards, defects and damage to plant and equipment immediately to the supervisor or Work Health and Safety representative.
- Comply with all workplace health and safety requirements, including Council policies, procedures, training requirements, safe work practices and Personal Protective Equipment (PPE) requirements.

KEY PERFORMANCE INDICATORS

- Demonstrates a consistent commitment to workplace health and safety by following procedures, using required PPE and contributing to a safe work environment.
- Operates plant and equipment safely and responsibly and takes appropriate care of Council assets.
- Completes allocated duties to the required standard and can be relied upon to undertake work safely, efficiently and effectively.
- Maintains plant, equipment and work areas in a clean, safe and serviceable condition and completes required inspections and maintenance activities.
- Works cooperatively with team members and contributes positively to team objectives and operational outcomes.
- Complies with Council policies, procedures and operational requirements and completes required records, inspections and reporting accurately and in a timely manner.

WORK HEALTH AND SAFETY

All employees of Council have an obligation to comply with Work Health and Safety legislation including Council's Work Health policies, procedures, and work instructions.

WHAT'S IN IT FOR YOU?

When joining Mount Isa City Council, you are provided with pathways and opportunities to grow and achieve your potential. Eligible employees can access our Employee Assistance Program, elect to join our free Immunisation Program, and enjoy sporting reimbursement opportunities. Full-time employees receive 5 weeks annual leave (pro-rata to part-time employees, *not applicable to casual employment*) to enjoy time outside the workplace!

MOUNT ISA CITY COUNCIL VALUES

We consider our values vital in how we serve our community. Mount Isa City Council's values are Integrity, Service and Accountability.

INTEGRITY **SERVICE** **ACCOUNTABILITY**

HOW TO APPLY

What to include in your application:

To assess your suitability, please provide the following information:

- Write a maximum of 2 pages on how your experience, abilities, knowledge and personal qualities meet the position requirements of the role.
- Your current CV or resume, including two referees who have a thorough knowledge of your capabilities, work performance and conduct within the previous two years.
- Please contact the nominated person on the Role Description if you require any reasonable adjustments throughout this recruitment process.

Submitting your application:

- Submit online at: https://www.mountisa.qld.gov.au/City-Council/Careers/Current-Opportunities; or
- Email Human Resources on hr@mountisa.qld.gov.au
- *Both word and PDF are accepted file formats.*

Please note that:

- Council undertakes a range of checks and assessment methods to assist in selection, including criminal history checks, pre-employment medical etc.
- Mount Isa City Council is an Equal Employment Opportunity employer. Council strongly encourages all suitable applicants to apply for this role.
- ***Applicants must be eligible to live and work within Australia.***
- We are committed to building inclusive cultures in the Queensland public sector that respect and promote human rights and diversity.
- All workers of Council are responsible for the wellbeing, physical, emotional and cultural safety of the children and young people who receive our services.
- All workers are expected to act in accordance with the Child Safe Organisations Act 2024, including the Child Safe Standards and Universal Principle in their physical and online interactions with children and young people, including outside the course of their work for the Council.
- All workers are subject to the Reportable Conduct Scheme and its obligations as per the Child Safe Organisations Act 2024. Learn more about our commitment to being a Child Safe Organisation on our website.

Creation Date	21 September 2026
Reviewed Date	5 November 2026
Contact	Human Resources 07 4747 3389
Closing date	12 November 2026