



**Machine Plant Operator**  
**Position Number: 006975 Level: AWU 3**  
**ANZSCO: 441212**

## JOB DESCRIPTION FORM

### THE ROLE

This position operates heavy mobile machinery such as a Front-End Loader and Compact Track Loader in vegetated environments and challenging terrains, supporting bushfire mitigation activities and operational response.

### REPORTING RELATIONSHIPS

**ORG STRUCTURE:** Rural Fire Division  
State Bushfire Mitigation Branch

#### THIS ROLE REPORTS TO

Area Officer (position number) Rank: Area Officer

#### POSITIONS THAT REPORT TO THIS ROLE

Nil

### POSITION INFORMATION

**LOCATION:** Currently Belmont, but this is subject to change.

**SPECIAL CONDITIONS:** The Department is an emergency services organisation and all employees may be required to work business hours or outside of normal business hours to assist with emergencies.

Employees in this position will be required to attend emergency incidents and undertake intrastate travel.

Employees in this position will be required to work outdoors and in remote locations across Western Australia.

## SPECIFIC RESPONSIBILITIES

*DFES is committed to the principles of Equal Employment Opportunity (EEO) and diversity in the workplace and the provision of a safe environment for its employees, customers and volunteers. All duties are to be performed in a manner and behaviour consistent with EEO legislation and Occupational Safety and Health legislation along with the Department's Code of Conduct and Policies/Procedures and other relevant legislation.*

### Machine Plant Operations

- Operate heavy mobile machinery such as a Front-End Loader and Compact Track Loader in vegetated environments and challenging terrains, supporting bushfire mitigation activities and operational response.
- Undertake loading, unloading and transportation of heavy machinery on a variety of road conditions.
- Ensure equipment under control is safely operated and secure at all times and is adequately maintained for day-to-day operational use and to the manufacturer's specifications.
- Participate in fire management activities that contribute to planned burning and bushfire suppression operations commensurate with capabilities, capacity, training and level of experience.
- Provide appropriate heavy machinery support for planned burning operations.
- Undertake bushfire suppression work at bushfire incidents (level 1, 2 and 3) and is fire line competent.
- Perform allocated response and recovery roles such as, but not limited to, road clearing at bushfire and other natural hazard incidents.
- Apply appropriate dieback and disease hygiene requirements, particularly in environmentally sensitive areas.
- Work with internal and external stakeholders to ensure mitigation works are completed in accordance with approved environmental sensitivity and Aboriginal Cultural Heritage plans.
- Participate in safety initiatives including team meetings, job safety analysis preparation, workplace inspection, hazard identification and control and accident investigations.
- Liaise with the public in a positive and constructive manner.
- Advise on methods and techniques to improve quality control, efficiency and productivity.
- Undertake administrative functions required of the role and ensure records are maintained and reports are prepared in accordance with relevant policies, standards and procedures.
- Comply with relevant legislation, regulatory requirements, corporate policy, guidelines, procedures and ethical standards.
- Maintain relevant qualifications and undertake training to meet organisational requirements.

### Other

- Participate in emergency incident rosters and response activities related to bushfires and other natural hazards, as appropriate, and as directed.
- Provide training as required.
- Reporting all health and safety hazards, near misses and injuries.
- Actively participate in managing risk and resolving health and safety issues and promoting a safe place of work.
- Undertake other duties as required.

## EXPECTED LEADERSHIP BEHAVIOURS

Leadership Expectations are critical to the success of DFES and provide a clear understanding of the expected behaviours for all public sector employees. This position aligns to the context of **Personal Leadership**, and it is essential that you demonstrate the required behaviours below to undertake this role:

| Behaviour                           | Descriptor  |
|-------------------------------------|---|
| Lead collectively                   | Seek and build key relationships, work together and focus on the greater good.  |
| Think through complexity            | Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.   |
| Dynamically sense the environment   | Be in tune with the political, social and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.          |
| Deliver on high leverage areas      | Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.  |
| Build capability                    | Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.   |
| Embody the spirit of public service | Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interests of the public good. |
| Lead adaptively                     | Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.                                      |

## SELECTION CRITERIA

*Applicants should demonstrate their capacity to meet the following criteria which should be read in conjunction with the specific responsibilities of this role.*

### ESSENTIAL CRITERIA

1. Possession of a current Australian Heavy Rigid licence and an ability to attain a Multi Combination licence which must be valid for the duration of employment.
2. Possession of a current ticket to operate Heavy Mobile Machinery such as Compact Track Loader or Front-End Loader which must be valid for the duration of employment.
3. Demonstrated knowledge and experience operating Heavy Mobile Machinery in various environments and challenging terrain and willingness to complete and acquire relevant firefighting competencies.
4. Demonstrated ability to implement work programs, determine priorities, and maintain accurate records and reports.
5. Demonstrated communication skills, along with the ability to collaborate effectively with internal stakeholders and members of the public.

### DESIRABLE CRITERIA

1. Experience in Dieback disease hygiene requirements and machine operations in environmentally sensitive areas.
2. Knowledge and experience of principles relating to fauna and flora management.
3. Experience in safe operation of equipment such as chainsaws, brush cutters and common power tools.
4. Certificate III in Conservation and Land Management or equivalent qualification.

## CERTIFICATION

| Version | Description            | Approval Date | Registered Date   | Registered by   |
|---------|------------------------|---------------|-------------------|-----------------|
| Vs 1.0  | Created and classified | 8 August 2025 | 19 September 2025 | Tasha McMenamin |