CITY AND ENVIRONMENT DIRECTORATE (CED)

POSITION DESCRIPTION

POSITION DETAILS

Position title: Heavy Plant Operator

Classification: GSO6

Position number: P11670/P11675

Division: Environment, Heritage & Parks

Business unit: Fire Management Unit

Location: Stromlo

Reports to: Management trails manager, fire management unit

Date last reviewed: October 2026

Position requirements: WWVP, Manual drivers Licence, Fire Fitness

DIRECTORATE OVERVIEW

The City and Environment Directorate (CED) brings together the people, services and systems that shape Canberra's future. We are a new directorate with a bold purpose: to deliver smarter, more connected services that respond to the needs of our Territory and community.

CED was established to align planning and transport, improve efficiency of development decisions, support environmental management, consolidate city services operations, and strengthen how government connects with the community. Our work spans the natural and built environments, city and transport services, and regulatory and customer service functions.

We are here to:

- Deliver streamlined, customer-focused services.
- Align planning, transport and environmental stewardship.
- Consolidate operations for greater efficiency and impact.
- Make government services more accessible, transparent and trusted.

At CED, we put people and place at the centre of everything we do. Whether shaping policy, maintaining public spaces, designing transport networks or supporting regulatory access, our people contribute to a connected, inclusive and resilient Canberra.

DIVISION OVERVIEW

The Environment, Heritage and Parks Division delivers a broad range of services and functions for the ACT Government and community, including management of parks and reserves; fire and forest management; catchment management, water policy and regulation; nature conservation policy, planning and delivery; heritage conservation policy and regulation; environment protection; conservation research and evaluation; biosecurity and agriculture policy; and Traditional

Custodian engagement. The Division also supports ACT Natural Resources Management and ACT Heritage.

The ACT's natural environment provides vital ecosystem services such as clean air, water, and landscapes of significant ecological and cultural value. The Division's work ensures these values are protected and managed for current and future generations, through both conservation and direct environment protection activities.

BUSINESS UNIT OVERVIEW

This position sits in the Fire Management Unit (FMU) within the ACT Parks and Conservation Service (PCS). The section is responsible for the planning and delivery of bushfire mitigation and preparedness activities, management of the ACT fire trail network on public lands and commercial forestry operations. An essential and expanding part of the work undertaken by the FMU unit is the incorporation across the landscape of both Ngunnawal cultural burning and ecological burning.

Click here for further information about bushfire management in the ACT Parks and Conservation Service.

DUTIES / RESPONSIBILITIES

As a Heavy Plant Operator with the ACT Parks and Conservation Service, you will assist in the protection of biodiversity and implementation of sustainable management practices in ACT's reserves and rural lands consistent with relevant legislation and management plan objectives

FMU Heavy Plant Operators work a 9 day fortnight, which over a fortnight includes Monday to Friday the first week with the following week to be Monday to Thursday, however regular rostered after hours, weekend and public holidays work will be required, especially during the declared bushfire season.

The primary responsibilities for this position are:

- Work as part of a team engaged in bushfire and land management including:
  - Operate plant machinery and equipment in accordance with standard operating procedures (SOPs)
  - Carry out fire trail and general road maintenance.
  - Complete basic maintenance tasks and assist maintenance personnel as required
  - Conduct Pre/post plant checks in accordance with the operator's manual
  - Tree maintenance, pruning and thinning for arboreal / silvicultural management.
  - Fuel hazard assessment and other information and data collection.

  - landscape refurbishment and construction.
  - cleaning and litter collection.
  - Identify and report hazards, incidents, and near misses
  - working in remote areas of the ACT.
- Assist in the preparation and implementation of work programs and supervise contractors as required.
- Liaise effectively with management, staff and community stakeholders regarding work being carried out.
- Maintain records and prepare basic reports as required.
- Assist in staff training, provide induction training for new and temporary staff.
- Ensure a high standard of safety with all work practices.
- Perform after hours duties and undertake incident management duties, including participation in fire standby, frontline firefighting duties, search and rescue operations and fire training.

Note – Under the ACT Public Sector Infrastructure Services Enterprise Agreement, bushfire related activities, including bushfire suppression and rostered standby, are mandatory components of the position. Any offer of employment to the position will be conditional upon successful completion of a nationally recognised firefighting task-based fitness assessment.

SELECTION CRITERIA (CAPABILITIES)

Your suitability for this position will be assessed based on your **skills**, **knowledge** and **behaviour** in relation to the duties/responsibilities listed above**.**

Skills/Knowledge:

1. Demonstrated ability to operate heavy plant, machinery and hand tools and carry out basic maintenance.
2. Demonstrated experience and knowledge of natural surface road maintenance and repair.
3. Ability to work under limited supervision and provide leadership delivering bushfire management programs.
4. Demonstrated an understanding of ACT bushfire management standards, Bushfire fuel management and other land management activities.
5. Strong mechanical aptitude and problem-solving skills
6. Attention to detail and commitment to quality
7. Ability to work independently and follow procedures

Behaviour:

1. Self-motivation, initiative and ability to work as part of a team or as an individual.
2. Demonstrated ability to consistently display commitment to the implementation of the principles of workplace diversity, participative work practices, workplace health and safety, and compliance with the requirements of the *Territory Records Act 2002*.

COMPLIANCE REQUIREMENTS / QUALIFICATIONS

Applicants who do not possess nationally recognised qualifications to the equivalent of ACT RFS level of Bushfire fighter, or higher must be prepared and able to attain the qualifications.

Mandatory

- Registration under the *Working with Vulnerable People (Background Checking) Act 2011.*
- Be currently able and prepared to undertake and maintain the arduous level of the national fire fighting task based assessment (fire fitness)
- Be prepared to wear a uniform and work a shift roster, weekends, public holidays or evening shifts at any PCS worksite on an 'as needs' basis
- Possess a current manual driver's licence;

This is a physically demanding role, requiring endurance and lifting, carrying, pushing and pulling loads, bending, climbing, and driving a variety of vehicles. Heavy Plant Operator applicants must meet the requirements of a medical and must pass the national task-based fitness assessment to the arduous level and annually thereafter.

Highly Desirable

- Previous experience in a heavy plant operation and natural road surface maintenance
- Heavy Rigid drivers licence

CONTACT OFFICER

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WORK ENVIRONMENT DESCRIPTION

ACT Government

The following work environment description outlines the inherent requirements of the role of Heavy Plant Operator and indicates how frequently each of these requirements would be performed. Please note that CED is committed to providing reasonable adjustment and ensuring all individuals have equal opportunities in the workplace.

ADMINISTRATIVE	**FREQUENCY**
Telephone use	Occasionally
General computer use	Occasionally
Extensive keying/data entry	Never
Graphical/analytical based	Occasionally
Sitting at a desk	Occasionally
Standing for long periods	Frequently
Designated workstation ***The position in an activity based work environment***	Never

STANDARD HOURS	**FREQUENCY**
Flexible working hours (access to flex time)	Never
Fixed or specified start/finish times	Frequently
Expected to work extensive hours over a significant period due to the nature of the duties	Frequently
Access to Accrued Days Off (ADO's)	Frequently
Peaks and troughs	Occasionally
Frequent paid overtime	Frequently
Rostered shift work	Frequently

SOCIAL DEMANDS	**FREQUENCY**
Work with others towards shared goals in a team environment	Frequently
Work in isolation from other staff (remote supervision)	Frequently
Working in a call centre environment	Never
Working directly with the public	Occasionally

PHYSICAL DEMANDS	**FREQUENCY**
Distance walking (large buildings or inter-building transit)	Frequently
Working outdoors	Frequently

MANUAL HANDLING	**FREQUENCY**
Lifting 0 – 5kg	Frequently
Lifting 5 – 10kg	Frequently
Lifting 10kg+	Frequently
Climbing	Frequently
Reaching	Frequently

Bending/squatting	Frequently
Push/pull	Frequently
Sequential repetitive movements in a short amount of time	Frequently

TRAVEL	**FREQUENCY**
Frequent travel – multiple work sites	Frequently
Frequent travel – driving	Frequently
Frequent travel – interstate	Occasionally

SPECIFIC HAZARDS	**FREQUENCY**
Working at heights	Occasionally
Exposure to extreme temperatures	Occasionally
Operation of heavy machinery e.g. forklift	Frequently
Confined spaces	Never
Excessive noise	Occasionally
Low lighting	Occasionally
Handling of dangerous goods/equipment	Never
Working with asbestos	Never
Potential to encounter agitated customers	Occasionally
Exposure to potentially distressing case material	Never

OTHER	**FREQUENCY**
Uniform required	Frequently
Personal Protective Equipment (PPE) required	Frequently