Shire of Cranbrook

Plant Operator

Application Package

November 2026

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ADVERTISEMENT
SHIRE OF CRANBROOK

Plant Operator

The Shire of Cranbrook is seeking an experienced and skilled individual to join our Works team as a Plant Operator or an individual with a HR licence who has the ability and willingness to acquire new skills and qualifications. This is a permanent, full-time position that works a 9-day fortnight, with every second Monday as a Rostered Day Off. Conditions of employment are in accordance with Level 3.1 – 4.4 of the Shire of Cranbrook Outside Staff Collective Agreement with a wage of between $70,000 to $80,500 per annum plus allowances.

Interested persons are invited to apply for the position and an Application Pack and Position Description can be viewed at https://www.cranbrook.wa.gov.au/the-shire/careers/current-vacancies.

Applications are to be addressed to: Les Vidovich, Manager of Works, Shire of Cranbrook, PO Box 21, Cranbrook WA 6321 or, alternatively, emailed to: les.vidovich@cranbrook.wa.gov.au

For queries relating to this position, please contact Les Vidovich, Manager of Works on 0437 450 147.

Applications close at 12.00pm on Monday, 7 December 2026.

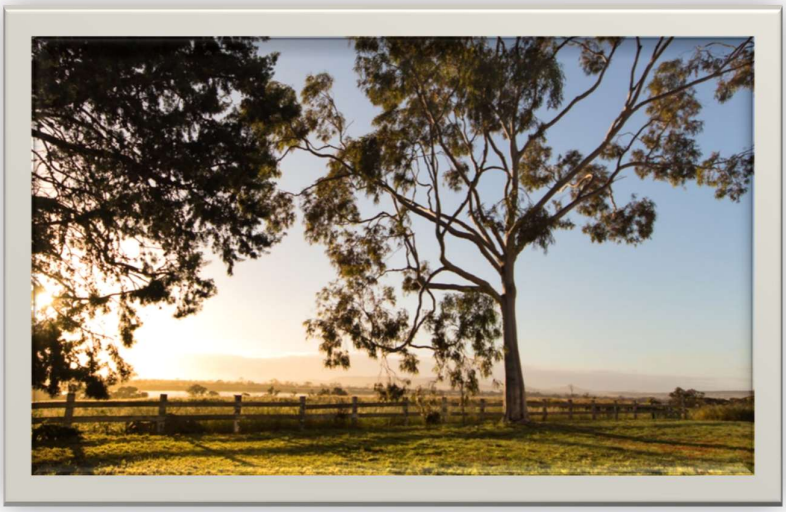
Peter Fitchat
Chief Executive Officer
Shire of Cranbrook

COUNCIL INFORMATION
SHIRE OF CRANBROOK

COUNCIL AND EXECUTIVE STAFF

Shire President:	Cr Perin Mulcahy
Deputy President:	Cr Daisy Egerton - Warburton
Chief Executive Officer	Mr Peter Fitchat
Office:	19 Gathorne St, Cranbrook WA 6321
Email:	admin@cranbrook.wa.gov.au
Website:	www.cranbrook.wa.gov.au
Telephone:	(08) 9826 1008

Council Statistics	*WALGA Local Government Directory 2026*
Population:	1098
Area:	3,390 sq km
Distance from Perth:	325 km
Number of Electors:	755
Number of Dwellings:	607
Length of Roads:	355.9 km (sealed), 751.6 km (unsealed)
Number of Employees:	34
Suburbs & Localities:	Cranbrook 6321; Frankland River 6396; Tenterden 6322; Tunney 6321



WELCOME TO CRANBROOK

Set against the backdrop of Western Australia's only mountain range, Cranbrook is your gateway to the beautiful biodiversity of Stirling Range National Park and the vineyards of the Frankland Wine Region.

Three hours southeast of Perth, or just over an hour north of Albany, Cranbrook is located in the Great Southern Region, in the heart of a rich agricultural farming area.

Just 10 kilometres from the Stirling Range National Park, it's an excellent base for exploring this region which is home to some of Australia's most unique flora and fauna including over 100 species of birds and more than 1,500 varieties of plants, and many dazzling and delicate orchids. Look out for wedge-tail eagles, kangaroos, wallabies and, if you're visiting in spring, 350 species of vivid wildflowers, many of which are, like the Cranbrook Bell, unique to the area.

The jagged peaks of the Stirling Range stretch for 65 kilometres from east to west, with Bluff Knoll being the highest peak at 1,095 metres. Challenge yourself to the six-kilometre return climb or choose from the many mountain hiking and bushwalking trails that intersect the national park. You'll find plenty of picturesque picnic and barbeque spots when you're in need of some refreshments.

To the west, the cool-climate grape and olive-growing region of Frankland invites wine lovers to tour the cellar doors.

From nearby Sukey Hill lookout, drink in sweeping panoramas of rural farmland and the Stirling Range. Or head to Lake Poorrarecup and Lake Nunjiup for a refreshing dip and lazy picnic, or to test your water-skiing skills.

At the end of a day exploring, retreat to Cranbrook where you'll find a range of accommodation options including a historic hotel, caravan and camping accommodation, authentic farm stays and the less-traditional option of a converted railway carriage.

What does Cranbrook have to offer?

Immerse yourself in Cranbrook, a beautiful region in the Great Southern of Western Australia, famed for its biodiversity, wildflowers, rich farming history, and warm country charm. From mountain ranges to wide open spaces, from grand old homesteads to luxurious hotel suites, from mouth-watering fresh produce to award-winning wines, the Great Southern has something for everyone. Have an avant-goût of what life would be like for you and your family!

Facilities

1. **Schools:** Primary Schools in Cranbrook and Frankland River from Kindergarten through to Year 6. There are no secondary schools located within the Shire of Cranbrook with the nearest one being Mount Barker Community College. High school students travel via a daily bus service.
2. **Community Gym –** Mobility and Wellness Centre: 24-hour gym located in the Cranbrook Regional Community Hub.
3. **Seniors Living –** The Darwinia Cottages Aged Independent Living Complex overlooks the beautiful Frederik Square and are within walking distance to the Cranbrook town centre, sporting complex and Cranbrook Regional Community Hub.
4. **Other amenities within 50 km of Cranbrook:** One hospital, two libraries, 14 bars and eateries, 13 doctors & Allied Health, 6 post offices, 1 groceries and convenience, and great internet availability.

Major attractions in Cranbrook

1. **Pink Salt Lakes**: Cranbrook Pink Lake is one of a chain of salt lakes north of the Stirling Range. These lakes are naturally salty and are a contrast to the wetlands of the Upper Kent catchment like Nunijup and Poorrarecup which are fresh lakes.
2. **Wineries**: Major wineries with a cellar door within the region include Alkoomi Wines, Ferngrove, Frankland Estate and Trevelen Farm.
3. **Great Southern Treasures:** Explore the towns that lie within the Great Southern Region and discover the diverse attractions that make these places so special.
4. **Lakes:** Lake Poorrarecup is the largest lake in the Shire of Cranbrook and is popular for swimming and skiing during the summer months. Lake Nunijup is also used for swimming and has BBQ facilities.
5. **Stirling Range National Park:** Ideal for bushwalking, camping, birdwatching, scenic drive and lookouts.



Position Description
Plant Operator

1. POSITION IDENTIFICATION

Job Title:	Plant Operator
Position Class:	Permanent
Department:	Works
Position Status:	Permanent Full Time
Award:	Shire of Cranbrook Outside Staff Collective Agreement 2023
Reports to:	Manager of Works

2. POSITION OBJECTIVES

Assist in the construction and maintenance of sealed and unsealed roads and shoulders within the Shire's network. Operate plant and specialised road maintenance equipment in a competent and safe manner including rollers, loaders, trucks, graders, bobcats, excavators and other machinery in addition to undertaking the general operation of plant and hand tools to carry out maintenance and/or labour duties as required.

3. ROAD CONSTRUCTION AND MAINTENANCE

- Road construction;
- Road maintenance, summer and winter grading;
- Drain construction and maintenance;
- Footpath construction and maintenance;
- Safely and efficiently operate plant and equipment to complete road tasks; and
- Delivery of work to plans as provided and specified.

4. GENERAL DUTIES

- General maintenance of plant and equipment;
- Housekeeping of plant, equipment, workshop and workplaces;
- Safely and efficiently operate plant and equipment to complete road tasks; and
- Delivery of work to plans as provided and specified.

5. DAILY EMPLOYEE RESPONSIBILITIES

- Staff are required to be ready to commence work at the assigned time;
- Staff are required to advise the Works Supervisor immediately they become aware they cannot be present for work; and
- All Council employees shall abide by the Shire of Cranbrook Code of Conduct.

SELECTION CRITERIA

Essential

- HR Class Driver's Licence;
- White Construction Card;
- Demonstrated experience in construction and maintenance of roads;
- Experience in the operation of plant and machinery including: roller, loader, grader, bobcat, excavator;
- Basic written and verbal communication and customer service skills; and
- Basic ability to use IT Hardware such as smart phone and tablet applications.

Preferred

- HC Class Driver's Licence;

EMPLOYMENT INFORMATION

Employment	This is a permanent full-time position.
Base Salary (Cash component)	An appropriate salary will be negotiated with the successful candidate. The cash component is based on qualifications, skills and experience.
Hours of Work	Standard hours are 7am to 4:30pm, Monday to Friday.
Residence	Subsidised housing may be available or a housing allowance is paid.
Superannuation	12% for Superannuation Guarantee Contributions and an additional 5% contingent upon the employee's matching contribution. Salary sacrifice is available on any employee contribution.
Probationary Period	A three (3) month probationary period will be negotiated with the successful applicant. At the successful completion of this period your permanency will be confirmed by the Chief Executive Officer.
Pre-Employment Medical	The successful applicant will be required to successfully complete a pre-employment medical prior to commencement. The only exception is if they are currently employed by another local government. Costs will be paid for by the Shire of Cranbrook. Existing medical conditions will not preclude an appointment.
Police Clearance	The successful applicant will be required to provide a National Police Clearance, satisfactory to Council. Costs will be reimbursed by the Shire of Cranbrook.
Annual Leave	The position attracts 4 weeks annual leave. Leave loading of 17.5% is applicable.
Relocation Expenses	Relocation expenses for personal effects and furniture up to $2,500 within Western Australia will be paid subject to Council policy and the provision of at least three competitive quotes.
Other Benefits	Council policy encourages staff professional development as we pride ourselves on being a learning organisation.

RECRUITMENT PROCESS INFORMATION FOR APPLICANTS

SHIRE OF CRANBROOK

Applicants who demonstrate that they meet the requirements for the position and who, from their written applications appear to be competitive, will be considered for interview. This decision will be based on the information you provide in your application. To enable a valid assessment of your application, it must include the following information:

1. Covering Letter:

A covering letter introducing yourself and explaining why you are applying for this position (1-2 pages only).

2. Selection Criteria Responses – this must be provided:

This is the most important part of your application. To be eligible for consideration, a person must address all essential selection criteria as part of the shortlisting process. Although there is no right or wrong way to format your responses, you must address each selection criteria. It is essential that the information you provide is clear, concise, and relevant, so that the selection panel can readily assess your suitability for the position. It is up to you to demonstrate to the panel that you understand the requirements of the position and that you have the necessary knowledge, experience, and qualifications to successfully carry out the duties. It must be noted that it is impossible to interview all applicants and, therefore, only those who best meet the criteria will be short-listed for interview.

3. Resume (Curriculum Vitae) which includes:

- Personal Details - Name, address, and telephone number.
- Your education, training, and academic qualifications.
- Your work history including employment dates and details of the duties, performance, and your achievements.
- Any activities you have undertaken outside of work, which you consider are relevant to the position.

4. Other Documents (optional)

It is recommended that only copies of supporting documents be enclosed with your application so as to avoid loss or damage to originals. Nonetheless, the Shire will require the provision of evidence of all claimed qualifications prior to commencing employment.

5. Referees:

Applicants should provide the names and contact details of a minimum of two referees in their application. The most valuable referees will be those you reported directly to, being either a supervisor or manager responsible for overseeing your day-to-day performance. Prior authorisation will be obtained from applicants before referees are contacted.

6. Pre-employment medical and National Police Clearance:

Prior to final appointment, the successful applicant will be required to successfully complete a pre-employment medical examination and provide a satisfactory National Police Certificate. The Shire of Cranbrook will cover the cost of these requirements, regardless of the outcomes.

7. Contact Details:

Please provide a convenient telephone number and/or an email address so that you can be contacted if you are invited for an interview, or there are any queries regarding your application.

CLOSING DATE FOR APPLICATIONS

The closing date for applications is Monday, 7 December 2026, 12:00pm AWST.

Applications must take into account the position's requirements and should be sent via either:

POST **(Marked Private & Confidential - Plant Operator)**	**EMAIL** **(marked Plant Operator)**
Manager of Works Shire of Cranbrook PO Box 21 CRANBROOK WA 6321	Les.vidovich@cranbrook.wa.gov.au **(Do not apply via Seek)**