

Employment Information Package

Municipal Employee Waste Centre

Position number: POS0060

Enquiries:

Name: Peter Lawrence

Position: Team Leader City Services

Phone: 0408 755 799

Email: peter.lawrence@launceston.tas.gov.au

Application closing date: 3.00PM, MONDAY, 10 NOVEMBER 2025

📍 Town Hall
18-28 St John Street
Launceston TAS 7250

✉ PO Box 396
Launceston
TAS 7250

☎ 03 6323 3000
@ contactus@launceston.tas.gov.au
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 **City of
LAUNCESTON**

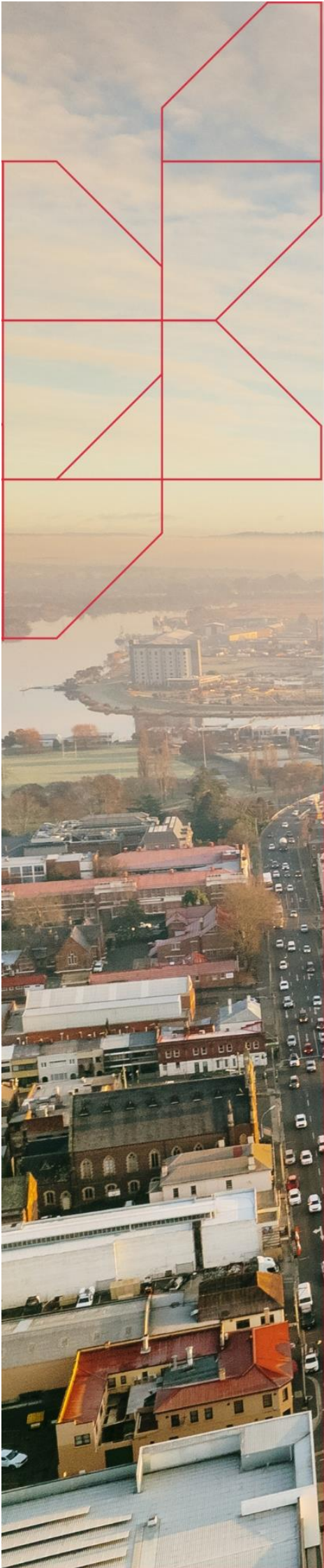
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Address applications to:
Senior Leader People and Culture
City of Launceston
PO Box 396
LAUNCESTON TAS 7250
Email address: contactus@launceston.tas.gov.au

When emailing your application, attachments should be sent in either Word (.doc/.docx), PDF (.pdf), TIFF (.tiff), JPEG (.jpg) or Excel (.xls/xlsx) formats.



About the City of Launceston

Launceston is the regional hub of Northern Tasmania and enjoys a rich natural and social history. Located at the head of the picturesque Tamar Valley, the Launceston region is renowned for its award-winning wines, gourmet dining experiences, magnificent natural features and friendly residents.

Our city is human scale. A series of green and wild spaces linked by heritage streetscapes and thoughtful adaptations. A real blend of old-world and new, tradition and innovation.

The City of Launceston municipal area covers an area of 1,405 square kilometres with a population of around 71,000 residents.

The City of Launceston is Tasmania's largest municipal council in terms of population and revenue. Launceston boasts all the major facilities of a much larger city, many of which are owned and operated by the City of Launceston.

The City of Launceston is served by 12 Councillors, including the Mayor and Deputy Mayor.

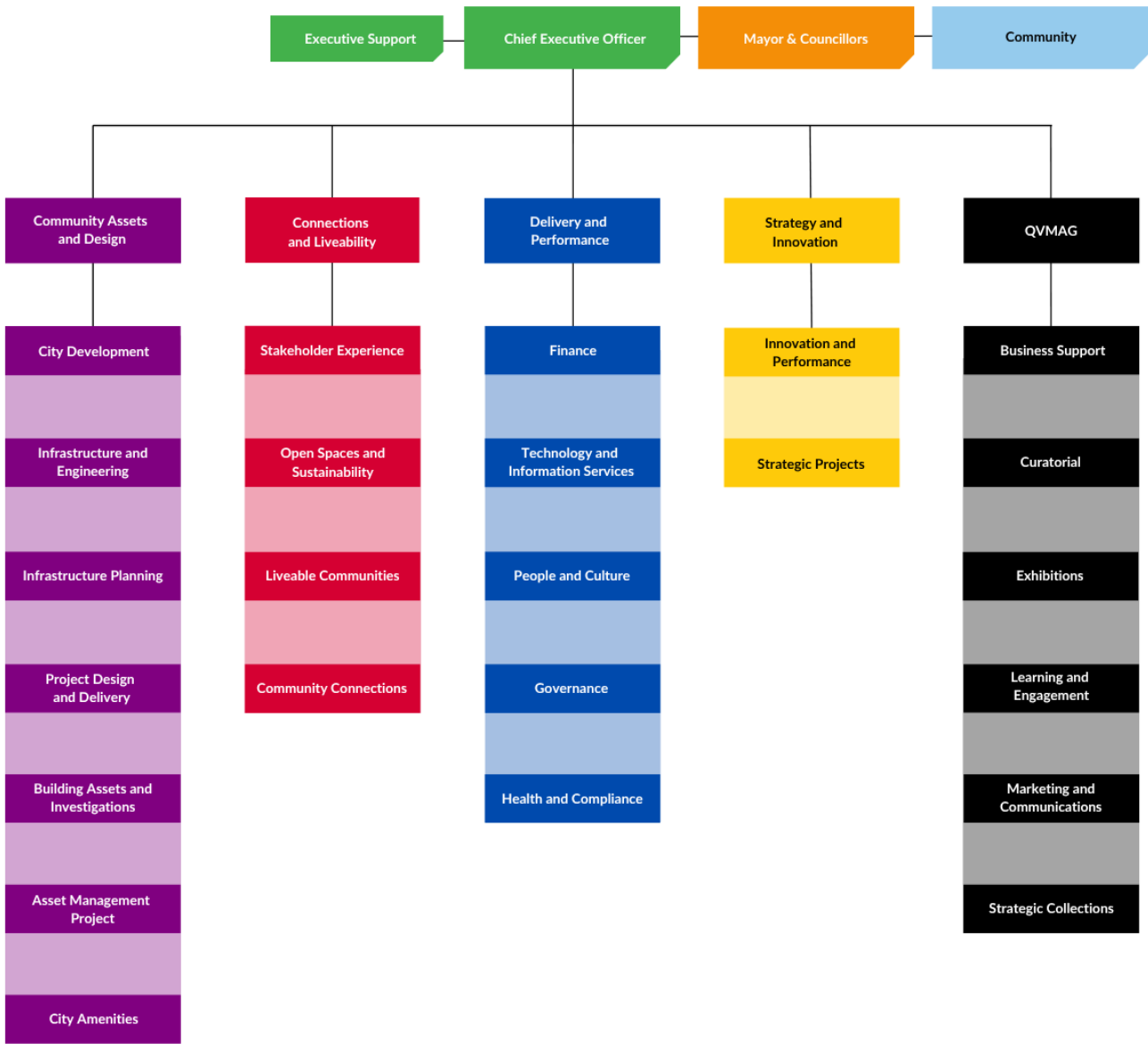
Click [here](#) to view City of Launceston's strategic and annual reporting.

The City of Launceston is recognised as an Employer of Choice by the Tasmanian Government.

An Employer of Choice is a workplace that demonstrates contemporary workplace practices and provides outstanding support for its staff.

Employee benefits offered by the City of Launceston include:

- Our employees have access to discounted health insurance options through St Luke's Health and BUPA.
- Employees have access to a free EAP service, which provides support and counselling for personal and work related issues, coaching and advice for leaders and counselling assistance for immediate family members.
- We are committed to providing a working environment that is sufficiently flexible to meet the operational requirement and workload demands of the City of Launceston while accommodating, where possible, the needs of our employees.
- Discounted membership at Launceston Leisure & Aquatic Centre.
- Discounts at the QVMAG Gift Shop.
- Additional leave: employees may request to purchase an additional two or four week's additional leave per year to help manage family/carer responsibilities or other special circumstances



Organisational values

At the heart of our organisation are our four organisational values. Our employees are expected to adhere to, support and promote our values at all times.

Our aim is to attract and retain people who share our values and want to be a part of our positive workplace culture. Before submitting your application, please review our values and decide if they are a good fit for you.



OUR PEOPLE MATTER

- We value clear and open communication
- We support and encourage each other
- We respect diversity
- We recognise individual needs, experience and strengths



WE CARE ABOUT OUR COMMUNITY

- We take pride in our work and pursue a standard of excellence
- We genuinely listen, and value collaborative relationships
- We strive towards the best outcome for our community
- We make responsible and sustainable decisions



WE BRING AN OPEN MIND

- We actively seek opportunities to continuously improve
- We respect and explore different ideas and perspectives
- We embrace change that leads to positive outcomes
- We value innovation and creativity



WE GO HOME SAFE AND WELL

- We show care for people and look out for one another
- We speak up and support others to be healthy and safe
- We take personal responsibility for our own health and wellbeing
- We value work-life fit

Information for applicants

At the City of Launceston, diversity isn't just something we celebrate — it's key to our success.

The most welcoming and innovative workplaces thrive because of diverse perspectives, backgrounds and experiences. That's why we welcome people of all identities, abilities, and cultures to be part of our team.

Even if you don't think you tick every box, we encourage you to have a go at telling us about yourself by addressing the selection criteria and apply. We're committed to creating an inclusive, flexible and supportive environment where everyone has the opportunity to succeed and contribute to something bigger — our community.

Join us and help shape a city that reflects the diversity, energy and potential of the people we serve.

City of Launceston adheres to the principles of a child safe organisation and is committed to the care and protection of all children and young people.

Please read this information carefully, as it will help you with the preparation of your employment application.

When applying for this position, you must provide the following documentation:

1. Covering letter
2. Statement addressing the selection criteria (highlighted criteria only)
3. Resume

The online Application for Employment can be [accessed here](#) (you will be asked to attach your supporting documentation)

1. Your covering letter should introduce you and explain why you are applying for the role.
2. All recruitment and selection decisions are based on merit. The most suitable person in terms of skills, knowledge, qualifications, relevant experience, alignment with organisational values and work attitudes is selected for the position. Selection is based on the assessment of each application in relation to the selection criteria identified in the position description. The position description is included later in this information kit.

The selection criteria consists of the qualifications, knowledge, skills, attitudes and abilities required to successfully perform the role. You must provide a statement that addresses each highlighted selection criterion for the role. Your statement should include examples that demonstrate how you meet each criterion.

Please see information here on how to address the [Selection Criteria](#).

3. Your resume should provide details of your qualifications, work history, special skills, training and competency details and referees, plus any other information that may support your application. Be clear and informative. Include the names, position titles, addresses and telephone numbers of at least two work referees.

If we can assist you with any reasonable adjustments in order to submit your application for this role, please contact the People and Culture Team via email at contactus@launceston.tas.gov.au, noting your preferred method of communication and contact details and a member of the team will be in touch.

Recruitment steps

1. Application received

2. Shortlisting

- Shortlisted applicants will be contacted by telephone or email to arrange an interview.
- Unsuccessful candidates will be advised by email.

3. Interview

4. Pre-Employment Checks:

- Reference Check
- Police Check
- Medical Assessment
- Drug and Alcohol screening

All costs covered by City of Launceston

5. Suitability determination and preferred candidate identified

6. Letter of Offer



General conditions of employment

Position title	Municipal Employee Waste Centre
Employment terms	Permanent, Full Time
Working pattern	9 day fortnight
Total remuneration	Remuneration commensurate with qualifications and industry experience Grade 2/3 Grade 2: \$75,786 - \$80,339 per annum* <i>*Total remuneration includes superannuation, as detailed below</i> Base salary \$65,758 - \$69,708 per annum Grade 3: \$80,339 - \$87,671 per annum* <i>*Total remuneration includes superannuation, as detailed below</i> Base salary \$69,708 - \$76,071 per annum
Superannuation	Employer contribution of 15.25%

- **Annual leave:** employees are entitled to 4 weeks (pro-rata for part-time employees) annual leave per year, plus leave loading.
- **Personal leave (for sick and carer's leave):** employees are entitled to two weeks (pro-rata for part-time employees) personal leave per year, if they are unable to attend work due to personal illness/injury or to provide care for a spouse/partner or immediate family member.
- **Paid parental leave:** employees are entitled to fourteen weeks paid (or twenty eight weeks at half-pay) parental/adoption leave for the primary carer; two weeks paid leave for the secondary carer.
- **Long Service Leave:** Long service leave applies after 7 years continuous service.

The City of Launceston Enterprise Agreement 2021 is available [here](#)

The City of Launceston Leisure and Aquatic Centre Enterprise Agreement 2022 is available [here](#)

Position Description

Position Description Form - Officer

PF NUMBER:	PF0	POS NUMBER:	POS0060
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POSITION TITLE:	Municipal Employee Waste Centre
AWARD CLASSIFICATION:	Grade 2 - 3
EMPLOYEE:	
TEAM:	City Amenities
REPORTS TO:	Coordinator Launceston Waste Centre
PREPARED BY:	Peter Lawrence
DATE:	October 2025

APPROVED BY:	
NAME:	Dean Edsall
POSITION:	Senior Leader City Amenities
SIGNATURE:	

POSITION PURPOSE (Why does this position exist)
To provide operational waste management practises at the Launceston Waste Centre in a collaborative work environment, contributing in achieving the best outcomes for Launceston as a liveable city. Individuals with this proficiency perform tasks in varied contexts, which involve known routines, methods and procedures, and judgement in recognising waste types, segregation, recovery and managing hazards. Licensing, legislative, regulatory or certification requirements apply to the operation of vehicles; plant and equipment used in waste management, and are to be recognised prior to commencing this position. This role will actively participate in maintaining standards as guided by legislative requirements, Council objectives, levels of service, standards and procedures, utilising specific plant and equipment.

City of Launceston is a values-based organisation, which means that we employ people who share and display Our Values

OUR VALUES



Our people matter

- we value clear and open communication
- we support and encourage each other
- we respect diversity
- we recognise individual needs, experience and strengths



We care about our community

- we take pride in our work and pursue a standard of excellence
- we genuinely listen, and value collaborative relationships
- we strive towards the best outcome for our community
- we make responsible and sustainable decisions



We bring an open mind

- we actively seek opportunities to continuously improve
- we respect and explore different ideas and perspectives
- we embrace change that leads to positive outcomes
- we value innovation and creativity



We go home safe and well

- we show care for people and look out for one another
- we speak up and support others to be healthy and safe
- we take personal responsibility for our own health and wellbeing
- we value work-life fit

Accountabilities	Activities/Tasks include:	Success looks like ...
General		
City of Launceston's Values	Behave in a way that supports the City of Launceston's values. • Our people matter • We care about our community • We bring an open mind • We go home safe and well	Demonstrates, through behaviour, an alignment to and an understanding of Our Values.
Technology	Use technology and information to maximise efficiency and effectiveness.	New and existing technologies are utilised effectively.
Collaborate	Work collaboratively within your team and across other teams. Support delivery of the Team's strategic and annual plan actions. Work with other teams as relevant to technical role accountabilities.	Actively participating in team meetings/tool box meetings, by offering ideas and suggestions and providing feedback Collaborative opportunities are sought across teams
Innovation	Encourage and be proactive in developing a culture of introducing new and improved work practices and projects within your team and other teams.	Improved work practices and projects.
Technical		
Waste Management	Hold a certificate III in Waste Management or equivalent experience and able to demonstrate competency.	Experience to undertake waste management practises.
Process waste using plant	Operate and maintain vehicles, specialised plant and equipment in a safe manner.	Hold current licence or competency as required.
Perform daily Waste Management duties	Place, compact and cover waste at landfill sites Maintain waste landfill sites Process waste using plant Conduct waste assessments Identify and segregate waste Conduct waste resource recovery Operate compost processing plant, machinery and equipment Comply with environmental protection requirements when transporting waste Prepare raw material and compost	Acceptable quality of workmanship. Knowledge / competency and skills applied to the task. Efficiency in time management
	Handle dangerous goods / hazardous substances	

Accountabilities	Activities/Tasks include:	Success looks like ...
	Shift materials safely using manual handling methods. Conduct weighbridge operations Deliver and monitor a service to customers Dispatch materials and composted products Comply with environmental protection requirements Transport waste material Operate specialised plant and equipment	
Maintain all records and documentation associated with the position.	The prompt and accurate recording of works undertaken	All paperwork is accurate, correct and timely
Report all incidents, accidents and hazards using the CoL Incident Notification procedure	Reporting incidents, accidents and hazards and near misses	Limit risk of injury to other personnel, self and the general public. Limit risk of damage to Council assets/plant and equipment Active participation in the values driven safety process Active participation in organisational WH&S All incidents and hazards near misses reported immediately through the required system.
To maintain a friendly and co-operative working relationship with all customers and employees.	Provide good service to internal and external clients. Maintain a harassment and discrimination free workplace environment.	Complies with Organisation's Values. Maintains the good image of the City of Launceston
Work Safely with a Duty of Care for fellow employees and ensure procedural compliance	Perform all work in a safe manner in accordance with the City of Launceston's WHS Policy and Procedures While at work, a worker must – (a) take reasonable care for his or her own health and safety; and (b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and (c) comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act; and	

Accountabilities	Activities/Tasks include:	Success looks like ...
	(d) cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers. (Section 28 Work Health & Safety Act 2012)	
Note: Whilst the key functions and responsibilities for the role are set out above, the Council may direct an employee to carry out such duties or tasks that are within the limits of the employee's skill, competence and training.		

WORKING WITH VULNERABLE PEOPLE CHECK	
	Yes/No
Working with Vulnerable People Check required?	No
If yes, include in Selection Criteria table below	

SELECTION CRITERIA
POSITION REQUIREMENTS/COMPETENCIES
Organisational
- Community Focussed: considers community/customers in decision making - Communicate and Engage: demonstrates self-awareness & encourages open discussions & contributions from others - Create and Innovate: displays initiative & considers different ideas and perspectives - Safety Focussed: takes responsibility for own and team's health, well-being and self-care
Position Specific
- Experience in waste management, with the ability to apply knowledge and skills in waste management principals. - Ability to operate council vehicles, plant and equipment to the required standard - Utilise computer systems and software to capture and or assign tasks. Demonstrated computer literacy to a level required of the position. - Demonstrate an understanding of the importance of safety, identify and respond to hazards and emergencies in an operational environment in accordance with our organisational values - Excellent customer service skills, including effective conflict resolution and problem-solving skills - Hepatitis A / B immunisation
QUALIFICATIONS AND EXPERIENCE
- Hold a current Licence to drive a Heavy Rigid Vehicle or able and willing to obtain. - Certification to operate Front End Loader, roll on / roll off collection vehicle, Dozer, Compactor, articulated dump truck & Excavator or able and willing to obtain. - Able to demonstrate a courteous, polite demeanour in all dealings with customer's visitors and fellow employees. - Asbestos Awareness and Identification certification

- Holder of a Construction Industry White Card

REPORTING STRUCTURE	
Manager	Senior Leader - City Amenities
Team Leader	Team Leader City Services
Coordinator	Coordinator Launceston Waste Centre
Direct Reports	Nil

KEY RELATIONSHIPS (External and Internal Customers, Supplier, Colleagues, etc)	
Internal	Nature of Relationships
Operations Team	Team / Network
Infrastructure and Assets Network	Working with as part of the Team
External	Nature of Relationships
Members of the Public	Consideration for community
Contractors	Working with as part of the Team.

DELEGATIONS & AUTHORISATIONS (Local Government Act, By-Laws etc)	
Purchasing Approvals	Limit \$0

Confidentiality

Employees are

- Able to access; or
- May be exposed in the course of performing their duties to information that may be related to individuals, organisations or the general dealings of the City of Launceston. Some of this information will be of a sensitive nature – either within or external to the organisation.

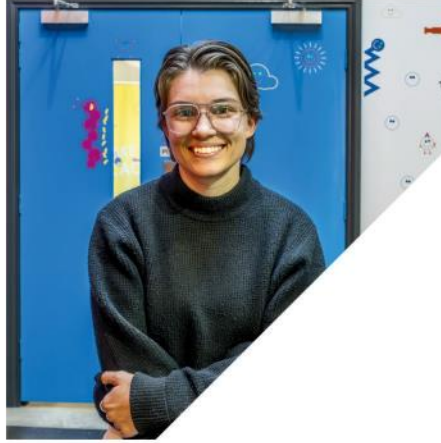
By accepting this position the employee undertakes:

- To keep all information that they are exposed to confidential during and after their period of employment with City of Launceston. Information should never be disclosed outside of the organisation and only be disclosed to other employees if there is a need within the context of the task being performed.
- To not access any information within the organisation's systems that is not directly relevant to their work.
- To abide by the requirements of the Confidentiality and Privacy clause of the relevant Enterprise Agreement.

OTHER RELEVANT INFORMATION

Expectations of a City of Launceston employee:

- Have strategies in place to enhance their own health and well-being, manage stress and maintain professionalism;
- Seeks feedback broadly and asks others for help with own development areas; and
- Translates feedback into an opportunity to develop.



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