



# Manager Operations

## Information for candidates

Cover Photo: John Bylund



# Shire of Collie

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Tracey Peach



John Bylund

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## Welcome to Collie

I am delighted you are considering the role of Manager Operations at the Shire of Collie. This is a town with a very promising future, and one that offers real opportunity to make a difference.

While the area has historically been associated with coal mining and coal-fired power stations, Collie is undergoing a significance period of change.

Aided by the State Government led 'Just Transition' program, our community is working to diversify its economic base and set up for long term prosperity. As example, the Government's tourism investment plan is supporting the development of Collie as a tourism destination with over \$50M in funding. Already we have seen significant new investments from the public and private sectors. Initiatives range from \$10M construction of world-class mountain bike trails through to the growing and processing of medicinal grade cannabis.

Collie is in an ideal setting, with an abundance of offerings. For a small community, we 'punch above our body weight' when it comes to arts, adventure and attractions. In a picturesque region, we are supported by a full range of services and affordable housing; five primary schools, a high school, hospital, public swimming pool and multiple sporting organisations including football, netball, hockey, basketball, soccer, cricket, swimming, cycling, motor sports, martial arts, shooting, dancing, equestrian and water sports.

As Collie is transitioning, so is the organisation working to improve the provision of services and facilities while achieving operational efficiencies.

Supporting the Shire President and Councillors, the Shire is led by an executive team that is working to harness the many opportunities available in Collie.

A collaborative mindset is essential in this role, ensuring everyone involved in projects and services can work from their strengths. As Chief Executive, I place importance on core values of integrity and accountability, along with an attitude of 'working to outcomes'.

If this role fits your career objectives, we would like to hear from you. In the meantime, we appreciate you considering this opportunity.

**Phil Anastasakis**

**Chief Executive Officer**



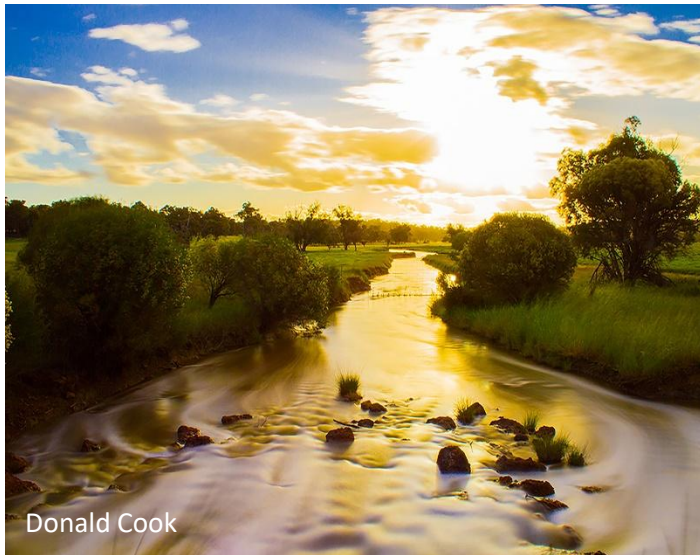
## Shire of Collie

The Shire of Collie covers an area of 1,711 square kilometres. Located 202kms south of Perth, Collie is situated 59 kms inland nestled amongst dense jarrah forest. Collie is home to the Nyoongar First Nation people and is situated in the *Gnaala Karla Booja* region. The Shire of Collie was formed by an amalgamation of the Municipality of Collie (1901) and the Collie Road District (1900) to become the Collie Coalfields Road District on the 2<sup>nd</sup> March 1951. Collie was declared a Shire in July 1961 and officially named the Shire of Collie on the 1<sup>st</sup> July. The Shire of Collie includes the towns and localities of; Collie, Allanson, Buckingham, Collie Burn, Collie Cardiff, Harris River, Lyalls Mill, Muja, Mungalup, Palmer, Preston Settlement, Shotts, Worsley and Yourdamung Lake.

The Shire of Collie is surrounded by the neighbouring Councils of Harvey, Boddington, Williams, West Arthur, Boyup Brook, Donnybrook-Balingup and Dardanup.

As at January 2021, there are 198 places heritage-listed within the Shire of Collie, of notable mention is Wellington Dam.

The Shire is a 2-hour drive from Perth and a 40-minute drive to Bunbury.



### History

Collie is, historically, Western Australia's most important coal mining town. At the 2016 census, Collie had a listed population of 7,192 with the Shire of Collie population listed as 8,798.

Collie was first explored, by the European's, in 1829 by Captain Stirling who was accompanied by Lieutenant Preston and Dr Alexander Collie. In 1883 coal was discovered along the Collie River, a significant event that was a catalyst for the founding of the townsite. 1895 saw a railway line to the coalfields begin construction with Collie declared a township the following year. The first coal fired power station was built at Collie in 1931.

December 1943 Collie was to be the location of a power alcohol distillery to support war efforts. The alcohol would be used to improve the octane rating of petrol which is essential for the manufacture of munitions.

In 1948, a 3-week strike was enacted when mine workers claimed unsafe work conditions underground due to a cantankerous horse, "Red".

Underground mining was halted in 1994 when all mining in the area was replaced with open cut operations. Collie still has 2 open-cut coal mines in operation today Griffin coal and Premier Coal (Yancoal Australia).

## Our logo

In 2019, the Shire of Collie underwent rebranding to bring a fresh new look to the Council logo. Incorporating elements of the unique Collie landscape the logo represents the interaction between the environment and the community. Represented by the logo is the beautiful waterways dotted throughout the Shire, leaves to symbolise the expansive national forest, the open-cut coal mines – an iconic part of Collie and, the welcoming nature of the community.



**water**  
represents the abundance of lakes and waterways throughout the Shire, (ie. Black Diamond Lake)



**leaves**  
beauty of the natural environment that surrounds Collie, also symbolic of sustainability, growth and prosperity



**open-cut coal mine**  
representing Collie's pride in it's mining heritage



**community**  
a person in celebration – representing a joyful and thriving community

## Coal Mining and processing

Both of Collie's open-cut mines are located approximately 15kms east of the townsite on each side of the Coalfields Hwy. The mines service Collie's 3 power stations; Muja Power Station, Collie Power Station and, privately owned, Bluewaters Power Station. Premier Coal employs over 300 people and supports a wide range of regional industries and community-based activities including support of the local early education centre. Coal mined from the 2 mines is used locally and not exported like that on the Eastern coast of Australia. Approximately 1100 jobs in Collie are directly linked to the coal mining industry and the supply of power.

South32 situated in Worsley, processes alumina at the refinery from bauxite mined near the neighbouring town of Boddington. Like Premier Coal, South32 supports community-based activities in the Shire including the early education centre.

The areas in Collie that employ the highest number of individuals include: Technicians and trade workers, machinery operators and drivers, and labourers (54.6%) (Census, 2016).



## Education

Collie is well provisioned in terms of education boasting 5 primary schools, a regional high school and a TAFE campus. The 4 public primary schools are steeped in tradition with factions named after different areas of the town. The Catholic primary school also caters for approximately 155 students. Collie Senior High School services the surrounding towns as well as the Collie townsite and caters for 518 students (Semester 1, 2021).

South Regional TAFE offers VET programs to the high school students as well as members of the wider community. Business studies and aged care courses are the main areas of study. The visual arts program recently held an exhibition at the local art gallery showcasing the works of the students which was highly regarded by the Collie community.



### Collie Art Gallery

Officially opened in 2015, the Collie Art Gallery takes pride of place on Throssell street after 40 years of passionate lobbying, planning and fundraising. The Collie Art Gallery was the first purpose-built A-class public art gallery opened in WA since the Art Gallery of WA was opened in the 1970s. The Gallery was built as part of the Shire of Collie's SuperTowns program.

The Collie Art Gallery has hosted many exhibitions over the past 6 years including Australian and local artists. The local FestivArty festival showcases local artists' work and allows the local schools to showcase the artwork of students.

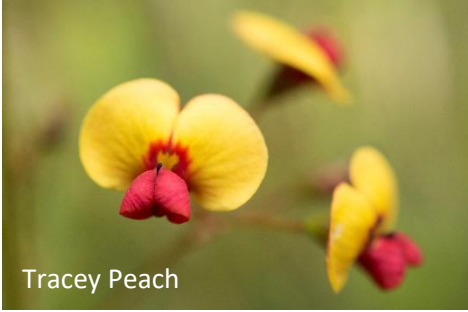
Collie Art Gallery – courtesy of [www.collieartgallery.org.au](http://www.collieartgallery.org.au)

## Sport

Collie has a strong sporting culture, whether it be football (AFL), hockey, rugby, swimming or dancing. Both indoor and outdoor sports are catered for with dedicated football and cricket ovals, soccer pitches, tennis courts and the Shire swimming pool. The recreation centre provides facilities for both netball and basketball, catering for players of all ages.



Goya Olecki



## Natural Environment

Surrounded by national forest, Collie is a picturesque town that boasts amazing landscapes coupled with unique flora and fauna. Take a meander down one of the trails to fully immerse yourself in the serenity and beauty of the Wellington National Forest. The Collie River winds its way through the valley offering many vantage points to observe the beauty of the natural landscape. Collie Scenic Drive offers visitors a peaceful drive through the forest with lookouts scattered along the way to stop and take in the surroundings. Minninup Pool, Black Diamond and Stockton Lake are all fabulous locations for a day out and about. Lake Kepwari was recently revitalised by the State Government and provides facilities for those wanting to camp in the area.

## Shire of Collie - Council

The Shire of Collie Council is served by 10 elected Councillors who are fully committed to the wellbeing and further development of the community and local business.

The Shire of Collie employs approximately 90 staff including casual and contract staff.

## Staff Mission

The Shire of Collie Council's Vision is:

*"A connected community that is as rich and diverse as its heritage and landscape"*

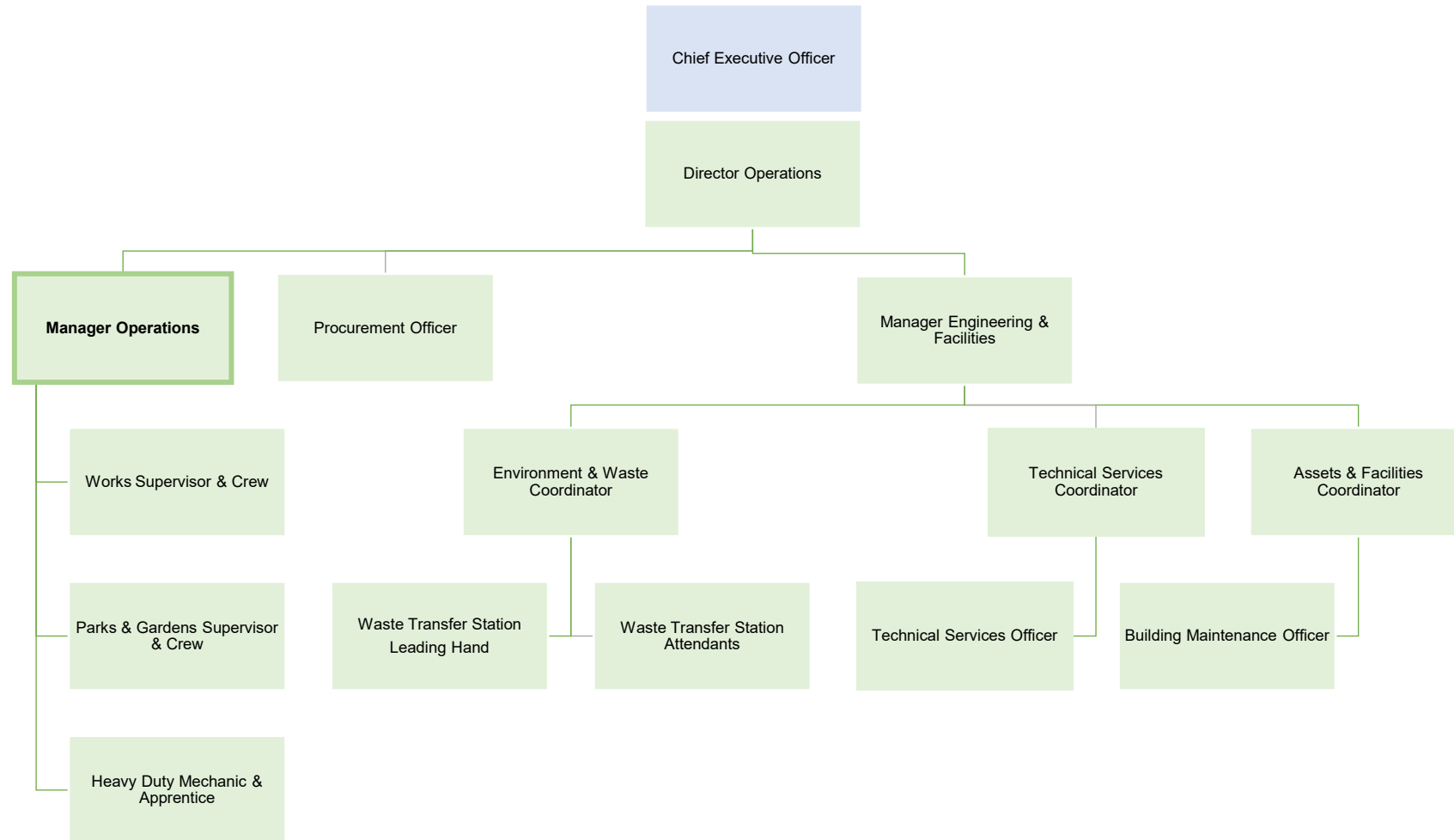
The core values at the heart of the Council's commitment to the community are:

- *Acting with integrity, transparency and accountability*
- *Leading the delivery of the community's vision*
- *Enabling community-led endeavours to make the Shire of Collie a better place*
- *Respectful progress*



# The Position and its challenges

## Organisational Structure



## Who are we looking for?

The Shire of Collie is seeking a highly motivated, suitably qualified, and experienced professional who can confidently oversee the Operations team.

The successful candidate will be responsible for leading the effective planning, delivery and continuous improvement of the Shire's operational services, including civil works, parks and gardens, facilities, waste and related infrastructure. The role provides high-level leadership to multidisciplinary teams, ensuring services are delivered safely, efficiently and in line with Council's strategic objectives and community expectations.

## The Opportunity

This is a full-time continuing position at Level 9 under the Shire of Collie Industrial Agreement 2023, with a total package that includes a competitive salary, superannuation, housing and clothing allowances, relocation assistance, professional development support, full private use of a Shire vehicle, and additional staff benefits. The role is based at the Shire Depot, working 76 hours per fortnight with a rostered day off, and reports directly to the Director Operations.

## Key responsibilities of the position will include:

- Lead planning, delivery, and continuous improvement of Shire services including civil works, parks and gardens, facilities, waste management, and infrastructure.
- Provide high-level leadership to multidisciplinary teams, ensuring safe, efficient delivery aligned with Council's strategic goals and community needs.
- Manage long-term asset planning, forward works programs, budgeting, contractors, stakeholders, and community relationships.
- Oversee regulatory compliance, safety, risk management, and development of high-performance systems and workplace culture

## The ideal candidate will have:

- Proven expertise in planning, delivering, and improving civil works, parks, facilities, waste management, and infrastructure projects.
- High-level leadership skills to manage multidisciplinary teams safely and efficiently, aligning with strategic and community goals.
- Background in asset management, budgeting, contractor oversight, stakeholder

engagement, and regulatory compliance (safety, risk).

- Ability to foster high-performance culture, systems development, and strong relationships with Council, community, and partners.
- Knowledge of local government and its relationship to and with state government.

A position description is included as Appendix II in this document.

## Total Remuneration Package (TRP)

An attractive remuneration package will be negotiated with the applicant based on the skills, abilities and experience the preferred Manager Operations will bring to the role. The package will include salary, full private use of a Shire motor vehicle, and superannuation contribution of 12% on the cash and non-cash value.

Residing within the Shire of Collie will be very highly regarded but is not compulsory, and a housing allowance will be offered for such.

## The Recruitment Process

This position is being advertised with a closing date of **Friday, 12th June 2026 at 4pm.**

Applications should be addressed to the Human Resources Office - submission details can be located on our website [www.collie.wa.gov.au](http://www.collie.wa.gov.au)

Queries regarding the position itself or the recruitment process can be directed to Brad Grinter, Director Operations, who can be contacted via (08) 9734 9000.

***The Shire of Collie reserves the right to fill the position at any time throughout the recruitment and selection processes.***

### Shortlisting and interviews

A shortlist of candidates for interview will be selected after applications close and interviews will be held at the Shire of Collie's administration office or via Teams for remote applicants. As much notice as possible will be afforded to applicants to ensure they can attend.

Referee checks will be conducted after interviews. Please ensure that your referee's details are correct and that they are aware that they will be contacted

## How to Apply

In order to be considered for the position, you must be able to demonstrate your suitability for the role.

Applications can be emailed to [hr@collie.wa.gov.au](mailto:hr@collie.wa.gov.au)

All hard copy applications should be sent to:

"Confidential – Human Resources Officer"  
Shire of Collie  
Locked Bag 6225  
Collie WA 6225

### Applications should include:

- **A short covering letter which clearly outlines:**
  - **Why you are interested in the position.**
  - **Previous experience in local government management positions.**
  - **Other relevant skills and experience.**
- **resume, including the names and contact details of two recent work-related referees.**



Tammy Watson

## Appendix I – Advertisement



### Manager Operations

The Shire of Collie is seeking a motivated, suitably qualified and experienced Manager Operations to lead the delivery of civil works, maintenance programs, and operational services within the Operations Directorate.

Key responsibilities of the position will include:

- the management of contractors, consultants, and staff across selected phases of project planning and execution for capital infrastructure and maintenance projects.
- the efficient creation and implementation of maintenance programs and schedules for Shire Works and Parks & Gardens Departments.
- responding to ongoing maintenance needs relating to drainage, roads, footpaths, bridges, parks and gardens, playgrounds, facilities, reserves, signage, parking, etc.

To succeed in this role, you will bring significant experience in a senior civil or operations management role, supported by strong technical knowledge across infrastructure construction and maintenance. You will demonstrate proven leadership capability, highly developed financial and project management skills, and the ability to manage diverse teams and resources. Strong communication and stakeholder engagement skills, along with proficiency in Microsoft Office and experience with systems such as Synergy or project management tools, are essential. Local Government experience will be highly regarded.

An attractive remuneration package up to \$148,000 will be offered based on skills and experience, with a base cash salary of up to \$111,092 per annum, plus allowances. Residing within the Shire of Collie will be highly regarded but is not essential, and a housing allowance will be offered for such.

Applications can be emailed to [hr@collie.wa.gov.au](mailto:hr@collie.wa.gov.au) or hard copy applications should be sent to:

“Confidential – Human Resources”  
Shire of Collie  
Locked Bag 6225  
Collie WA 6225

**The closing date for applications is Friday 12 June 2026 at 4:00 p.m.**

Further information is available by contacting Brad Grinter, Director Operations on (08) 9734 9000.

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**Phil Anastasakis**  
Chief Executive Officer



# Manager Operations

## *Position Description*

*Position number: OP002*



Shire of  
**Collie**

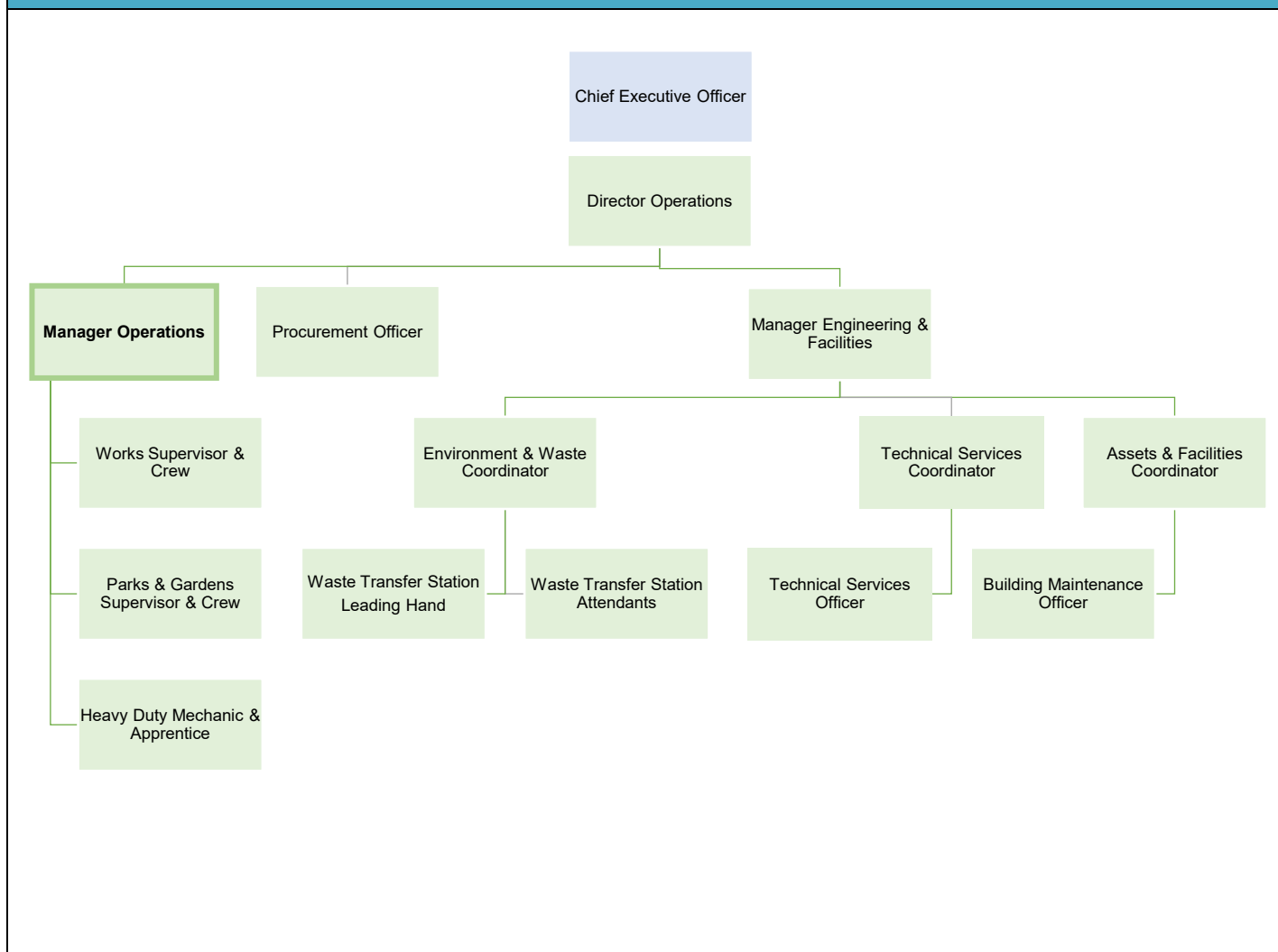
## POSITION DESCRIPTION

|                        |   |
|------------------------|---|
| <b>Position</b>        | Manager Operations                                  |
| <b>Department</b>      | Operations  |
| <b>Location</b>        | Administration Centre, 87 Throssell Street, Collie  |
| <b>Reports to</b>      | Director Operations                                 |
| <b>Supervises</b>      | 3 Direct reports, 20 indirect reports               |
| <b>Hours of Work</b>   | 76 hours/9-day fortnight                            |
| <b>Level</b>           | Level 9 - Shire of Collie Industrial Agreement 2023 |
| <b>Position number</b> | OP002   |

### Position Objective

Provide technical support to the Shire Operations team by processing vehicle crossover and heavy haulage applications, and customer service enquiries for the Shire Operations directorate. Assist with the budgeting, development and/or procurement of project documentation for civil infrastructure upgrades, renewals, and replacement. Provide assessment and procurement of Traffic Management Plans for events, road closures, and works within the Shire of Collie in accordance with MRWA codes of practice.

### Workforce Structure



## Our Vision

Collie – Nature at our doorstep, community at heart.

## Our Values

The core values at the heart of the Council's commitment to the community are:

**Integrity**

**Transparency**

**Accountability**

**Collaboration**

**Respect**

## Our Commitment to Community

We will lead the delivery of our vision

We will support local business wherever possible

We will consult and engage with our community on issues that affect them

We will encourage, welcome and value feedback

We will encourage, support and advocate for our community

## Key Duties

### **Capital and Operational Works and Services:**

- Sound financial management and project management skills, including in the areas of estimation, costing and scheduling, planning, implementation and review, procurement, machinery operation and maintenance.  
Proven civil construction skills including road survey, design, construction and maintenance, plan reading, levels, setting out and pick up, material assessment and traffic volumes.
- Sound working knowledge of and experience in road construction and maintenance, storm water drainage and maintenance, parks and gardens, machinery operation and maintenance, procurement, and other functional responsibility areas.
- Monitor plant replacement programs and have a good knowledge of plant and equipment.
- Provide private works to individuals, companies, government departments as required (within the interests of Council).
- Liaise with the public on all aspects of the Engineering Department and related areas of responsibility.
- Attend Council Meetings as required.
- Preparation of Infrastructure Agenda Items for Council & Committee meetings.
- Provide programs, option, and costings to the Director Operations for the preparation of the Shire Budget.
- Prepare timely, accurate and professional correspondence as required including agenda items and reports for Council.
- Responsible for all occupational health, safety and welfare legislation and training related to the outside work staff
- Take on higher duties acting for the Director Operations when required.

### **Human Resource Management:**

- Maintain good working relationships with management, departments, and other staff.
- Assist the Director Operations to optimise Council's human resources by provision of training to ensure a multi-talented and flexible workforce.
- Ensure employees are suitably trained to efficiently and effectively operate plant and equipment.
- Ensure records of training are kept up to date and recorded appropriately.
- Training plans in place in a timely manner.
- Actively participate with the Director Operations and others as required, in all aspects of human resource management including recruitment, induction, training & development, performance review, and management of performance.

- Performance reviews completed and signed off annually.
- Deal with matters relating to Council operations and personnel in a confidential manner.

### **Supervision Safety Responsibilities:**

- Ensure all members of the Works Teams abide by Council's safety policies, rules and regulations.
- Ensure that working procedures and practices are systematically reviewed to ensure best practice.
- Develop a safe work environment by controlling, directing, and monitoring work practices.
- Ensure all employees, volunteers and work experience students are informed, instructed, and trained in the safe use of all plant, machinery, equipment, substances and materials, via supervisors.
- Ensure all accidents/injuries, near misses, hazards and public incidents are investigated appropriately and in a timely manner.
- Ensure inspections of work sites, plant and equipment are conducted regularly.
- Ensure that action is taken to control identified hazards and recommending control strategies to senior management where hazard control requires resources beyond the delegated authority.
- Actively participate in the review of safe operating procedures.
- Assist in the rehabilitation of employees who are, or have been, absent from work due to illness or injury, by working in conjunction with the Rehabilitation Co-ordinator/ Human Resources Manager.
- Ensure that proposed changes to health, safety and welfare practices, procedures and policies are followed in the workplace. Respond immediately on receiving notification of a work-related injury or illness to an employee or the occurrence of a dangerous or hazardous situation.
- Consult with Health and Safety Representatives, Human Resources Manager, and WHS committee on any proposed changes to the workplace, plant, substances used, etc.

### **Corporate Accountabilities**

1. All employees are bound by the requirements of the *Local Government Act 1995* to act with integrity, and in a way that shows a proper concern for the public interest;
2. Comply with Council's Code of Conduct, management directives and approved policies and procedures.
3. Avoid participation in any activities that may represent a conflict of interest with Council transactions and your obligations.
4. Maintain obligations described within the Shire's Customer Service Charter.
5. Comply with all requirements for capturing corporate information and understand that the Local Government is the owner of all Intellectual Property rights in all documents, materials or other things created or contributed to by the Employee (whether alone or with others) in the course of their employment.
6. Exercise discretion and maintain confidentiality in dealing with sensitive and high-level issues.
7. Deliver effective use of Shire resources within the level of accountability for this position.
8. Ensure your own safety and health at work by undertaking your work duties in a safe and proficient manner. Exercise your duty of care by having thought and regard for others by ensuring that you avoid adversely affecting, the safety or health of any other individual through any of your acts or omissions at work as per Council's WHS policies and Work Health and Safety legislation.
9. Employees shall cooperate with the Shire of Collie in the carrying out of the obligations imposed on the Shire under Work Health & Safety legislation.
10. Provide an ongoing commitment to risk, emergency management and business continuity principles.
11. Employees shall demonstrate the Shire's Values, "Integrity, Transparency, Accountability, Collaboration, Respect" within the workplace.

## Selection Criteria –Qualifications and Experience

### **Essential Criteria:**

- Possession of a tertiary qualification within a relevant Civil engineering discipline, equivalent experience or working towards qualifications.
- Relevant previous experience in a senior management role.
- Demonstrated experience in the design and project management of:
  - construction and maintenance of asset infrastructure (including roads, pathways, drainage, bridges, parks, gardens and waste facilities).
  - demonstrated proactive and innovative management and leadership in a multidisciplinary workforce including technical, administrative, waste, construction and maintenance staff.
  - highly developed skills in Human Resource Management and Public Relations.
- Highly developed skills in:
  - forward/strategic planning;
  - financial, budgeting and estimating procedures including report writing; and
  - organizational and time management.
- Good knowledge of computer software applications (MS office, Synergy, Project Management).
- Hold a “C” class driver’s license.

### **Desirable Criteria:**

- Eligibility for corporate membership of applicable professional associations, Institute of Engineers Australia (EA), Institute of Public Works Engineering Australia (IPWEA)
- Working knowledge and understanding functions of Local Government in Western Australia.
- Sound knowledge of traffic management, road safety design and signage requirements and associated legislation and policies.
- Sound knowledge of Equal Employment Opportunities, Occupational Health and safety Guidelines and Anti-discrimination principles.

### **The position requires well developed competencies in the following areas:**

- Developing Self and Others – looking to continually develop self and others to improve performance, creating a culture of continuous improvement.
- Team Working and Leadership – an effective team member with a learning style that is motivational and empowering.
- Interpersonal skills and communication – ability to maintain appropriate and professional relationships with others, using appropriate skills to ensure that people understand your message.
- Achieving results – sustaining a culture that is focused on quality results.
- Service Focus – promoting a ‘customer first’ service culture for both internal and external customers.

### Ongoing Performance

- Conduct work practices with a high level of confidentiality and uphold the expected values set out within the organisational Code of Conduct.
- Operate in compliance with Work Health and Safety legislation, regulations, practices, and standards.
- Utilise safe working practices applicable to own work area and practices.
- Contribute to the identification of hazards and risks and participate in their minimisation and/or appropriate corrective strategies.

### Position Dimensions

Work Location: Shire Depot, 1 Cockie Bend, Collie.  
Delegated Authority: As defined by the Chief Executive Officer.  
Driving Requirements: C (Car) or CA (Car Automatic) class motor vehicle licence

### Extent of Authority

This position operates under direction of the Director Operations within established guidelines, procedures and policies of Council as well as statutory provisions of the *Local Government Act 1995* and other legislation.

## **CONDITIONS OF EMPLOYMENT**

### *Shire of Collie Industrial Agreement 2023*

| <b>Salary Package Details</b>  |   |   |
|--------------------------------|---|---|
| <b>Title</b>                   | Manager Operations  |   |
| <b>Employment Category</b>     | Continuing Employment – Full Time (Clause 5.1.1)  |   |
| <b>Level &amp; Hourly Rate</b> | Level 9 - \$53.38 to \$56.22 per hour (\$105,494.10 to \$111,092.70 per annum) - Shire of Collie Industrial Agreement 2023  |   |
| <b>Superannuation</b>          | 12.0% SGC Superannuation (Compulsory)<br>Plus, up to an Additional Superannuation of 6%, based on matching employee contribution (Optional – as per clause 7.7)   |   |
| <b>Allowances</b>              | Service Pay<br>(Clause 12)  | Commencement at the end of the first year of service with yearly increment up to 10 years' service  |
|                                | Housing Allowance<br>(Clause 11.11)   | Housing Allowance of \$10,000 if residing in the Shire of Collie, paid fortnightly.   |
|                                | Uniform   | PPE will be provided  |
|                                | Relocation Assistance   | \$5 000 (once-off) to assist with relocation. (Based on presentation of a copy of the Tax Invoice paid by the Employee), subject to the Employee remaining employed by the Shire of Collie for a minimum of 12 months.<br><br>Should the employee's employment end within the 12 months of commencement, then 50% of the amount reimbursed by the Employer is to be refunded by the Employee. |
|                                | Professional Development Allowance  | \$750 per annum   |
|                                | Vehicle Use   | Full private use of a Shire Motor Vehicle in accordance with council policy – Value \$14,000.   |
|                                | Telephone   | Mobile phone or BYOD Allowance – Value \$390 per annum  |
| <b>Staff Discount Scheme</b>   | Employees will receive a 100% discount, and their spouse and dependants under the age of eighteen (18) with a 50% discount to all Recreation facilities including the Shire of Collie Swimming Pool and all Shire of Collie run programmes at Roche Park Recreation Centre. |   |
| <b>Public Holidays</b>         | Employees are entitled to Two (2) additional days being the Tuesday following Easter and the day following New Year's Day are available per annum to each Employee. (Clause 23).  |   |
| <b>Annual Leave</b>            | 4 weeks Annual Leave per annum plus leave loading of 17.5% (Clause 15.2)  |   |

|                         |  |
|-------------------------|--|
| <b>Primary Location</b> | Shire of Collie<br>Throssell Street<br>COLLIE WA 6225  |
| <b>Hours</b>            | 76 hours per fortnight, usually between 6.30am – 5.00pm with 1 rostered day off per fortnight. It is a normal expectation that Managers will work the required hours to meet seasonal or fluctuating work requirements and are not automatically paid overtime but will utilize flexible working hour arrangements subject to the approval of the Director Operations. |
| <b>Start Date</b>       | (TBC)  |
| <b>Reports to</b>       | Director Operations  |

*These conditions of employment should be read in conjunction with the Shire of Collie Industrial Agreement 2023 which is available from <https://www.wairc.wa.gov.au/resources/agreements/?id=SHI057>*