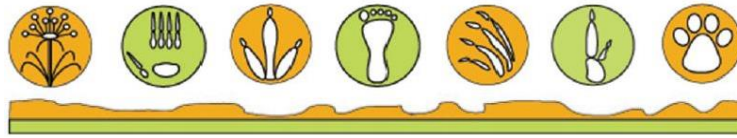


BARKLY REGIONAL COUNCIL



Mechanic

(Full-Time – Permanent)

1. Position Objectives

The Mechanic is responsible for maintaining, servicing, and repairing Council's fleet, plant, and equipment to ensure safe, reliable, and efficient operations across the Barkly Regional Council area. The position undertakes preventative maintenance, diagnostics, repairs, and inspections while supporting workshop operations and assisting in the supervision of day-to-day workshop activities.

The position is based in Tennant Creek, with some maintenance and repair work undertaken from the Tennant Creek Council workshop. However, the role will require travel to remote communities within the Barkly Regional Council area to undertake inspections, servicing, repairs, or breakdown response activities as operationally required. This travel will involve overnight stays.

2. Our Vision, Purpose and Values

VISION

"We will strive to be innovative and sustainable Council that listens to our communities and empowers future generations of the Barkly".

PURPOSE

"Our commitment is to serve and support our communities by delivering strong local leadership, purposeful advocacy, and impactful services".

VALUES

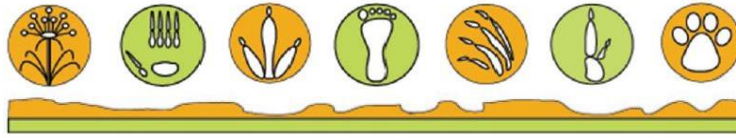
I ntegrity:	Upholding honesty and transparency in everything we do.
D iversity:	Embracing and celebrating the unique identities, traditions, and strengths of every community.
E mpathy:	Understanding and valuing the needs and experiences of others.
A ccountability:	Taking ownership of our actions through commitment to BRC and our communities.
S ervice:	Dedicating ourselves to excellence, putting people first, and creating a positive impact.

3. Key Responsibilities

Workshop Operations

- Support the daily operations of Council's workshop and maintenance activities.

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- Inspect plant and vehicle engines, mechanical, electrical, and electronic systems to accurately diagnose faults.
- Report all identified repairs, defects, and maintenance issues to the Manager Fleet in a timely manner.
- Service and maintain heavy plant, equipment, trucks, and light vehicles to minimise disruption to Council operations.
- Undertake routine maintenance, including replacing fluids, filters, and lubricating components in accordance with manufacturer specifications.
- Repair or replace faulty or damaged components and rectify mechanical issues. Diagnose and repair hydraulic, mechanical, electrical, and electronic faults.
- Provide accurate estimates of labour, materials, and repair requirements. Maintain workshop tools, equipment, and facilities in a safe, clean, and serviceable condition.
- Assist in the supervision and support of Trades Assistants and apprentices as directed.

Fleet Maintenance

- Schedule and undertake preventative maintenance activities across Council's fleet and plant assets.
- Maintain accurate service records, job cards, inspection reports, and maintenance documentation.
- Conduct pre-operational inspections and safety checks on fleet and plant. Assist with fleet audits, asset inspections, and condition assessments.
- Provide advice to operators on the safe and appropriate use of vehicles and plant.

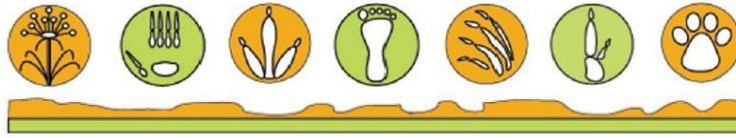
Community Travel and Field Work

- Travel to remote communities within the Barkly Regional Council area as required to undertake repairs, servicing, inspections, and breakdown response activities.
- Respond to urgent mechanical breakdowns and operational issues in remote locations when required.
- Coordinate tools, parts, and equipment required for field-based repairs and maintenance activities.
- Liaise with community staff regarding fleet and plant maintenance requirements.

Other Duties

- You will be required to perform your duties within the Barkly Regional Council authority area as reasonably directed by the Council.
- Ensure that the highest professional standards and Barkly Regional Council values are upheld at all times.
- Demonstrate commitment and enthusiasm to promote the principle of Diversity, Equity, Inclusion, and Belonging (DEIB) in employment and service delivery.
- Work safely and promote a safe working environment in accordance with Work Health Safety (WHS) legislation and Barkly Regional Council's policies and procedures.

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- The duties listed are not exhaustive and may be varied from time to time as dictated by the changing needs of the Barkly Regional Council. The position holder will be expected to undertake other duties as appropriate to the position classification and as requested by his/her/their manager.

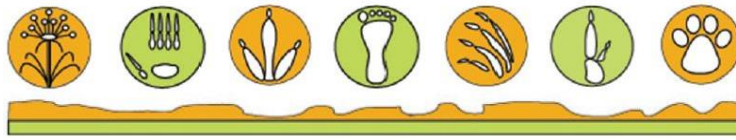
4. Key Accountabilities

- Excellent knowledge of mechanical, electrical, and electronic vehicle systems.
- Working knowledge of vehicle diagnostic systems and repair methods.
- Ability to safely operate workshop equipment, tools, and vehicle lifting equipment.
- Ability to diagnose and rectify faults in heavy plant, machinery, trucks, and light vehicles.
- Operate as a support service to Council operations to ensure productivity and quality outcomes are achieved.
- Liaise effectively with supervisors, operators, and staff to ensure quality service delivery.
- Work in accordance with Barkly Regional Council policies and procedures.
- Demonstrates and actively promotes Council's values in all interactions and decision-making.
- Contribute to the effective implementation and achievement of the objectives outlined in the Regional Plan.

5. Organisational Relationship

Position Title:	Mechanic
Reports to:	Manager Fleet
Department:	Infrastructure and Fleet
Supervises:	Trades Assistant
Internal Liaison:	Chief Executive Officer Director of Infrastructure / Fleet Manager Fleet Mechanics HC Truck Driver Trades Assistant Project Managers Project Coordinators Other Council Staff
External Liaison:	Contractors and Suppliers Government and Non-Government Departments, Organisations and Representatives Ratepayers, Residents, and Visitors

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6. Salary and Other Benefits

Classification:	Level 4 – Barkly Regional Council Enterprise Agreement 2024 (EA)
EA Level 6.1 Salary:	\$69,616.15 per annum (\$35.23 per hour)
Above EA Payment:	\$30,789.49 annualised (\$15.58 per hour)
Status:	Full-Time – Permanent (38 hours per week)
SCG:	12%
Annual Leave:	6 Weeks
Leave Loading:	17.5%
Roster	The Supervisor will set a five-day roster that equals 38 hours per week, within the span of ordinary hours of work, currently 6:00 am to 6:00 pm, Monday to Friday.
Roster Flexibility:	Employees may be rostered on varying days and hours to meet operational requirements, provide service continuity, and ensure adequate workforce coverage. Roster changes will be managed in accordance with applicable employment conditions and consultation requirements.

7. Knowledge and Skills

Organisational

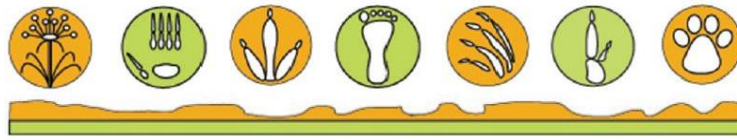
- Demonstrated knowledge and understanding of Aboriginal culture.
- High level of tact, diplomacy, and confidentiality.
- Excellent time management and organisational skills.
- Ability to work effectively within a team, participate as a team member, and support other staff as required.
- Ability to manage high volumes of work, set and meet deadlines, and prioritise tasks effectively.

Interpersonal

- Proven ability to successfully interact with people at all levels.
- Strong negotiation and communication skills, including with senior management.
- Strong stakeholder engagement and management skills.
- Ability to gain cooperation and assistance from staff and management to achieve position objectives.

Change Management

- Ability to recognise issues, use initiative to identify and discuss proposed solutions.
- Ability to respond promptly to changing circumstances and make sound decisions to ensure the efficient delivery of key responsibilities in the best interests of Barkly Regional Council.
- Always ensure compliance with all legislative requirements and best practice standards.



Commitment, Attitude, and Application to Duties

- Provide courteous and prompt attention to requests for information.
- Demonstrate a positive and proactive attitude with strong initiative.
- Always Promote Barkly Regional Council in a professional and positive manner.
- Encourage continuous quality improvement in the delivery of accurate and timely documentation.
- Take responsible care to ensure personal safety and the safety of other staff in the workplace to ensure one's own safety at work and that of other staff within the workplace.

8. Essential Criteria – Qualifications, Skills and Experience

1. Demonstrated experience servicing, repairing, and maintaining heavy plant, machinery, trucks, and light vehicles.
2. Demonstrated ability to diagnose and rectify mechanical, hydraulic, electrical, and electronic faults.
3. Experience implementing preventative maintenance programs and maintaining accurate maintenance records.
4. Ability to work independently and as part of a team in a remote and demanding environment.
5. Demonstrated organisational and time management skills with the ability to prioritise workloads effectively.
6. Commitment to WHS principles and safe work practices.

9. Desirable Criteria – Qualifications, Skills and Experience

1. Knowledge of the Barkly region, including cultural awareness and the ability to engage respectfully with Aboriginal communities.
2. Previous experience working in Local Government.

10. Compliance, Training and Development

Mandatory	Desirable
• AUR30405 Certificate III Automotive Mechanical Technology • AUR31120 Certificate III in Heavy Commercial Vehicle Mechanical Technology • AUR31520 Certificate III in Automotive Diesel Engine Technology • Substantial relevant experience in the repair and maintenance of fleet, heavy earthmoving plant and machinery, including the ability to diagnose and rectify mechanical faults	• AUR31520 Certificate III in Automotive Air Conditioning Technology • Substantial relevant experience in the repair and maintenance of fleet, heavy earthmoving plant and machinery, including the ability to diagnose and rectify mechanical faults. • Demonstrated experience servicing and repairing vehicles and heavy plant in remote or field-based environments. • Certificates of Competency for load shifting machines, including front end loader (LL), front end loader/backhoe (LB), skid steer loader (LS), and excavator (LE).

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• Demonstrated experience servicing and repairing vehicles and heavy plant in remote or field-based environments • National Criminal History Check • Driver's Licence	• Working with Children Clearance (<i>Ochre Card – Northern Territory</i>) • VTP414 4WD Operations on Unsealed Roads Course • CPCWHS1001 Work Safely in the Construction Industry (<i>White Card</i>) • Heavy Rigid (<i>HR</i>) Driver's Licence • Heavy Combination (<i>HC</i>) Driver's Licence • Corporate Induction • Site Induction • Workplace Health and Safety (WHS) Induction Training • Respect @ Work – Prevention of Sexual Harassment in the Workplace Training • Prevention of Workplace Bullying and Harassment Induction Training
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11. Inherent Requirements / Job Fitness Requirements

This position has inherent physical requirements that must be met to perform the role safely and effectively. These requirements have been identified in accordance with Work Health and Safety obligations and reflect the actual duties of the position.

Physical Demand Classification:

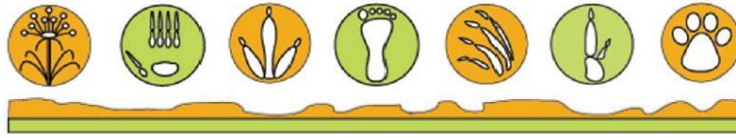
This role is classified as Medium Work, involving vehicle and plant maintenance, mechanical repairs, diagnostics, workshop operations, and field-based repair activities:

- Manual lifting is generally up to 20kg.
- Where loads exceed 20kg, mechanical aids or team handling are to be used
- Where loads exceed 20kg, mechanical aids or team handling are to be used.
- Standing for extended periods.
- Bending, kneeling and squatting.
- Working in restricted positions.
- Use of hand tools, power tools and workshop equipment.
- Travel to remote communities for servicing and breakdowns.

Inherent Physical Requirements:

- Ability to stand for extended periods.
- Ability to perform manual handling tasks safely.
- Ability to lift and carry tools, equipment, parts and materials.
- Ability to bend, kneel, squat, reach and work in restricted positions.

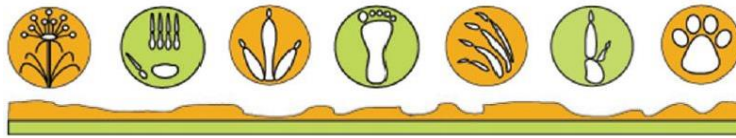
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- Ability to use hand tools, power tools, workshop equipment and diagnostic equipment safely.
- Ability to maintain sustained grip strength.
- Ability to work in workshop, outdoor and remote field environments.
- Ability to travel regularly within the Barkly Region, including overnight stays.
- Ability to work in varying environmental conditions, including heat, dust, noise and vibration.

Physical Requirements of Job Role							
Job Role: Mechanic							
Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing					X		
Sitting			X				
Forward Reaching				X			
Neck flexion / extension / rotation						X	
Reaching above shoulder height				X			
Stooping & bending forward from standing position						X	
Kneeling / squatting					X		
Trunk rotation					X		
Mobility	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Climbing step / platform			X				
Walking					X		
Walking over uneven surfaces			X				
Ladder climbing		X					
Mobility	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Unilateral lifting		X					
Bilateral carrying			X				
Lifting with weight away from body <10kg			X				

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Lifting with weight away from body >10kg			X			
Lowering a vertical distance > 25cm from waist to floor				X		
Lowering a vertical distance > 25cm from waist to shoulder height			X			
Lifting 0kg - 4.5kg				X		
Lifting 4.5kg - 9kg				X		
Lifting 9kg - 22kg			X			
Lifting 22kg - 45kg		X				
Lifting 45kg+	X					
Handling unstable objects			X			
Carrying				X		
Pushing / pulling				X		
Sustained / repetitive hand grip					X	
Tool use					X	
Exposure to vibration				X		

12. Certification

The details contained in this document are an accurate statement of the responsibilities, accountabilities, and other requirements of the position.

Peter Harder
Chief Executive Officer

20 / 08 / 2026

Date

13. Acceptance

I, _____, have read and understood the requirements of this position and hereby agree to the responsibilities as outlined above.

Signature

_____/_____/_____
Date