



Yorke Peninsula Council

To be a thriving peninsula, proud of our heritage, lifestyle and diverse, vibrant communities.

A great place to live, work and play.'

Fleet/Workshop Manager

APPLICATION KIT

Important

Applicants must submit applications in accordance with the principles outlined within the Guidelines for Applicants contained in this kit.

Each application must address the selection criteria within the Application Kit.

Applications can be submitted by:

MAIL

Bobbi Pertini
Manager People, Culture & Safety
Yorke Peninsula Council
Position No. 2191 Fleet/Workshop Manager
PO Box 57
MAITLAND SA 5573

IN PERSON

Reception via:

- Maitland Office – 8 Elizabeth Street
- Minlaton Office – 18 Main Street
- Yorketown Office – 15 Edithburgh Road

EMAIL

admin@yorke.sa.gov.au

(Council will bear no liability for email applications submitted but not received)

Application Closing Date Friday 13 March 2026 at 5.00pm.

Council is an Equal Opportunity Employer, is smoke free and committed to a safe and healthy workplace. We thrive in an environment that is welcoming, inclusive and safe, and celebrates difference. We value and embrace our diverse perspectives and brilliant experiences for our diverse community.

People who are of Aboriginal and Torres Strait Islander identity as well as people of culturally diverse backgrounds and of diverse abilities are encouraged to apply.

We are committed to making reasonable adjustments to provide a positive, barrier-free recruitment process and supportive workplace.

Andrew Cameron

CHIEF EXECUTIVE OFFICER

Fleet/Workshop Manager

Section	Assets & Infrastructure Services
Stream	Municipal Employee
Level	Grade 8 FWM
The Job	To coordinate and oversee the servicing, maintenance and repair of Council's fleet, plant and equipment to ensure vehicles and machinery are safe, reliable and available for use, minimising downtime and supporting efficient service delivery across the organisation.
Position Number	2191
Position Hours	76 hour fortnight (some out of hours work may required).
Position Benefits	Employees enjoy an amazing range of benefits which include: <ul style="list-style-type: none">- 12% employer contributed superannuation into a fund of your choice;- generous salary packaging arrangements;- Corporate Health programme with annual health checks, skin cancer assessments and flu injections;- driver licence allowance;- income protection fund;- flexible employment opportunities;- job security;- professional development opportunities;- emergency services leave;- family/carers and parental leave;- long service leave;- portability of leave within SA local Government; and- equal opportunity employment.
Position Status	Permanent full time
The Person	The successful applicant must have trade qualification and substantial experience in the maintenance and management of heavy vehicles, plant and small motor equipment.
Salary	Grade 8 FWM – starting at \$93,150.68 p.a. plus statutory superannuation. (In accordance with the Yorke Peninsula Council Local Government Employees Enterprise Agreement No 8, 2024).
Medical	A compulsory pre-employment medical examination must be undertaken.
Location	Warooka Depot, however appointment is to the Council, therefore the successful applicant may be required to undertake duties at other locations.
Probation Period	13 weeks
Information	Further information about the position can be obtained from Carina Congdon, Team Leader HR & People Experience on 8832 0000.

Guidelines for Applicants

Thank you for your interest in working with the Yorke Peninsula Council is an equal opportunity employer and uses merit-based selection techniques. Please read these guidelines carefully as they are designed to help you understand Council's selection process and to put forward your best case for appointment.

Once you have found a vacancy that you would like to apply for, you should collect as much information about the position as you can.

Included in this information package is a copy of the position description which provides comprehensive information about the position, including duties and responsibilities. The position description also contains the essential and desirable selection criteria i.e. the knowledge, skills and experience required to do the job. It is the selection criteria that form the basis for making a merit-based selection decision.

If you require additional information about the position, you may speak to the contact person named in the advertisement.

Your application

When you apply for a position with Council, the key to gaining an interview is your written application. A good application shows why you are the best person for the position and how your knowledge, skills and experience match the selection criteria. Your application should contain:

- A completed Application for Employment form (**essential**)
- Your statement addressing the selection criteria (**essential**)
- Your resume (**essential**)
- A brief covering letter (**optional**)

Statement addressing the selection criteria

Short listing (or selection for interview) is based on how well your skills, knowledge and experience meet the selection criteria. Therefore you must include a statement addressing the selection criteria in your application. If not, you are unlikely to get an interview.

Make a separate heading for each selection criterion and for each one, describe your knowledge, skills and experience and how they relate to the job. One way to do this is by providing relevant examples of the work you have completed in your previous and current employment. For example, it is not sufficient just to state, "I have strong project management skills." Ideally you should give a description of the projects you have managed, what you did on those projects, and what was achieved. This will enable the selection panel when assessing your application, to develop a good understanding of your capabilities. You should also emphasise your major achievements as well as any transferable knowledge and skills that may have been gained outside of paid employment.

Example:

Proven ability to work efficiently and effectively within a team and/or independently

I have worked across a number of different industries and this has allowed me to develop my ability to work well and productively with a wide range of individuals and teams. My strong communication skills allow me to work well in team environments. Whilst completing my traineeship with Company XYZ I had the opportunity to work two different teams with different outcomes. I found I was able to adapt easily to the different environments and be an asset to both teams.

In my approach to my work I am professional and practical, and as an effective team member am always willing to pitch in to complete the work that needs doing. My previous role with Company ABC allowed me to also work autonomously. I used a task driven approach to ensure that I completed my tasks on time. This ability to stay on track contributed to the team as a whole as well.

Your resume

Prepare a resume (or curriculum vitae) which is clear, concise, up-to-date and includes:

- Personal details
- Education and training
- Employment history (name of organisation, period of employment, job title, major duties and responsibilities, main achievements)
- Skills/experience gained outside of paid work
- Contact details for two referees

The application form

Complete the 'Application for Employment Form' and enclose it with your application.

Important notes

- Please ensure that your application and attachments are securely held together and avoid sending them in folders or binding.
- Applications submitted past the closing date are not accepted unless written advice of intention to apply was received before the closing time and the formal application is received within an agreed time frame.
- Applications that are unsolicited or do not address an advertised position will not be considered and are discouraged by Council.

Interview and Selection

Reviewing Applications and Preparing a Shortlist

The first step in the selection process is to review all received applications and prepare a shortlist.

Applications are assessed against the essential and/or desirable selection criteria found in the position description. Applicants who best meet the selection criteria will be short-listed and contacted for an interview. Those who do not meet the selection criteria or who are not competitive with other applicants (due to lesser experience or qualifications) will not be short-listed for an interview and will be notified in writing as soon as practicable.

The Interview and Other Work Tests

Relevant members of council staff will conduct the interview. Interviews are conducted in a structured manner and questions based on the selection criteria.

Applicants will be asked to give examples of how they have performed in situations similar to those they will face in the job. The interview allows the selection panel to create a clear picture of the applicant's past knowledge, skills and experience as they relate to the functions and responsibilities of the job. The selection panel may use a number of methods in addition to the interview to assess the applicant's ability to perform a job. For example, applicants may also need to demonstrate competency on an item of plant or complete a problem-solving exercise.

It is a good idea to prepare for your interview. Some handy tips include:

- Think about the types of questions you might be asked at an interview and practise your answers out loud;
- Think about your strong points and major achievements;
- Think about how your knowledge, skills and experience relate to the requirements of this job

During the interview it is a good idea to:

- take your time – think about your answer;
- ask for clarification if you don't understand any of the questions;
- give relevant and complete information;
- describe what you were responsible for and what you achieved;

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- talk with confidence and in a positive manner;
 - give specific examples of your past work to support your answer
 - avoid exaggerating

Council will endeavour to meet any special requirements you may have to enable you to attend the interview, such as building access or communication assistance. Please inform the HR Officer of any requirements at the time you are invited to attend an interview. The Yorke Peninsula Council does not reimburse interview expenses.

Reference Checks

After the interviews have taken place, Council will contact the nominated referees of the preferred applicant(s). It is important that the referees you nominate can support the information you provided in relation to your work behaviour and performance and are aware that they may be contacted.

Pre-employment medical examination

In the interest of providing a safe and healthy workplace, our recruitment and selection process includes a pre-employment medical examination. The medical will be conducted at Council's expense.

Notification

If your application is successful, you will be telephoned and offered the position. A written offer including conditions of employment will then be forwarded by mail.

After an offer of employment has been made and accepted, all other applicants will be notified of the outcome by letter. This process is normally completed within two weeks of the interviews being conducted.

Further Information

For assistance, guidance or feedback in the preparation of your application, feel free to contact Council's HR Officer, Carina Congdon in person at the Maitland office, 8 Elizabeth Street, Maitland or by phone (08) 8832 0000.

Application Checklist

Your application **must include**:

- This completed application form;
- A copy of your full resume or curriculum vitae;
- Your statement addressing the selection criteria; and
- A covering letter (optional).

The Council

Council is very progressive, proactive, innovative and forward thinking and is proud of its achievement in becoming the first Council in the state to gain Quality Certification across its entire operation. The Yorke Peninsula Council covers an area of 5,834 square Km, is approximately 175km from north to south and an average width of 30Km, with 485Km of coastline.

The Council's population is estimated to be approximately 11,200, with in excess of 180,000 people enjoying the peninsula while en route to visit Innes National Park each year. Extensive development is currently taking place at Port Vincent, Stansbury, Point Turton and Marion Bay. This emphasizes the potential of the Yorke Peninsula.

The Area

South Australia's Yorke Peninsula is an easy 2 hour drive from Adelaide. The Peninsula is a draw card for boating, fishing, diving and swimming in the calm waters surrounding most of the peninsula, in addition, the hollow beach breaks and powerful reef set ups in the southwest corner are ideal for surfers. The Peninsula also caters for bushwalks, cliff top and shoreline rambles or just leisurely relaxing by the sea.



Yorke Peninsula Council

Application for Employment

POSITION NO: _____

POSITION APPLIED FOR: _____

PERSONAL DETAILS:

Surname: _____ Ms/Mrs/Miss/Mr

Given Names: _____

Home Address: _____ Postcode: _____

Postal Address _____ Postcode: _____

Contact Numbers: Home _____ Work _____

Mobile _____ Email _____

ADDITIONAL INFORMATION

Please indicate the basis on which you are eligible to work in Australia.

- Australian Citizen
- Permanent Resident
- On a Working Visa

Have you any known condition which the Council will need to accommodate either for interview or for you to perform the duties of the position for which you have applied? Yes / No

If so, please give details _____

Where did you see this position advertised? _____

SELECTION CRITERIA

The position for which you have applied requires certain skills, knowledge and experience considered essential and desirable in performing the duties of the position. This selection criteria is listed in the position description and will be used to assess your application.

In addition to completing this application form, please ensure that you list each of the selection criteria and state how your experience, skills, qualifications and knowledge enable you to meet them, so that the selection committee can form an accurate opinion of your eligibility for the position.

I have addressed the selection criteria as part of my application

DECLARATION

I declare that all the information supplied in this application and any attached documents are true and accurate, and I understand that if I provide any false information, omissions, or misrepresentations are discovered, my application may be rejected and, if I am employed, my employment may be subsequently terminated at any time.

Signature _____

Thank you for your interest in applying for this position
'Equal Opportunity in Employment and Appointment on Merit are Council Policy'

Position Title	Fleet Workshop Manager 2191
Classification	Grade 8 FWM
People Leader	Works Manager
Division	Assets & Infrastructure Services
Key Relationships	A&IS Team and management

OUR COUNCIL

Economically Prosperous Peninsula | Community Connected through Infrastructure | Valued and Restored Environment | Community Engaged and Supported | Responsible Governance and Leadership

Vision - Prosperous, diverse and uniquely spectacular – Yorke Peninsula

Mission - We will foster a climate where Yorke Peninsula can thrive as a prosperous network of multi-generational communities. We will deliver services that enhances the Peninsula’s reputation as a vibrant, easily accessible coastal and food production region. We will celebrate and protect our unique and pristine environment. We will continue to support diversity of sustainable industry and lifestyles.

WE VALUE

Collaboration

We are one team, regardless of our role, location or length of service. We will get to know each other, work together, cooperate and use our collective skills to best serve the community.

Transparency

We practice consistent, open, and transparent communication and proactively capture and share knowledge with each other and across sites and departments without fear of retribution.

Integrity

We can be trusted to behave ethically and do the right thing each and every time. Integrity is doing what we say we will do, and calling out bad behaviours, even when it is uncomfortable.

Fairness

We treat each other with respect and kindness and are accountable for our own actions. Everyone has a fair opportunity to achieve equity and grow as we care for each other’s health and wellbeing (like family) and our behaviours and practices support this.

Purpose

Our community is our purpose and the forefront of all that we do. We take pride in providing a safe and inclusive place to live and visit.



Introduction

This position description offers an account of the general nature of the work that the Yorke Peninsula Council (Council) requires to be undertaken, including the type and range of skills, qualifications and experiences that we believe you should possess in order to competently undertake the duties. It is not an exhaustive list of responsibilities, criteria or outcomes as your role within Council is a dynamic one. We understand that people and positions change and develop over time, so this position description is considered a 'living document'; your active involvement in the evolution of this position is important.

Position Purpose

To coordinate and oversee the servicing, maintenance and repair of Council's fleet, plant and equipment to ensure vehicles and machinery are safe, reliable and available for use, minimising downtime and supporting efficient service delivery across the organisation.

Key Responsibilities and Outcomes

Fleet and Workshop Operations

- Plan, coordinate and oversee the servicing, maintenance and repair of Council's fleet, plant and equipment to ensure assets are safe, compliant and available for operational use.
- Undertake and/or supervise mechanical servicing, repairs, fault finding and diagnostics in accordance with manufacturer specifications and safety requirements.
- Operate plant and equipment for testing, delivery and recovery purposes as required.
- Respond to off-site breakdowns and urgent repairs as needed, including after-hours callouts.

Asset and Inventory Management

- Manage spare parts, tools, fuel and workshop inventory to ensure timely and cost-effective maintenance.
- Maintain workshop facilities, tools and equipment in a clean, safe and serviceable condition.
- Contribute to the specification, purchase or modification of fleet and plant assets.

Records, Compliance and Financial Accountability

- Maintain accurate maintenance records, log sheets, job cards and related documentation.
- Purchase goods and services and manage expenditure within delegated authority and Council policy.
- Ensure all activities comply with relevant legislation, standards and Council procedures.

People Leadership and Continuous Improvement

- Supervise and support workshop staff, including recruitment, induction, training and performance development.
- Promote safe work practices and a positive safety culture, including reporting of incidents, hazards and improvements.
- Identify and implement improvements to work practices, productivity and service delivery.

General Responsibilities

- Work collaboratively within the Assets and Infrastructure Services team and represent Council professionally to internal and external stakeholders.
- Undertake other duties within the scope of the role as directed.

Specialist Knowledge and Skills

- Demonstrated trade-based qualifications and substantial experience in heavy vehicle, plant and small motor mechanical maintenance and repair.

- Sound technical knowledge of fleet, plant and equipment servicing, diagnostics, fault finding and preventative maintenance practices.
- Ability to identify, analyse and resolve mechanical and operational issues efficiently and safely.
- Experience in planning and coordinating maintenance schedules and workshop activities to meet operational requirements.
- Knowledge of inventory and parts management, procurement processes and cost control practices.
- Working knowledge of relevant legislation, standards and codes relating to plant safety, road worthiness and workshop operations.
- Strong understanding of Work Health and Safety requirements and safe work practices within a workshop and field environment.
- Demonstrated ability to supervise, support and mentor staff, including allocating work and monitoring performance.
- Effective communication and interpersonal skills to work collaboratively with staff, contractors and the public.
- Ability to maintain accurate records and use maintenance management systems and standard computer applications.
- Initiative and sound judgement, with the ability to prioritise tasks and contribute to continuous improvement.

Experience and/or Qualifications

- Trade Certificate in Automotive Mechanics and / or diesel.
- A current Class HC Drivers Licence.
- Construction Industry Whitecard.
- Chainsaw Operation and Safety certification.
- Current licences to allow the operation of necessary plant including classes LB, LL and LS.

Training

- Undertake training as appropriate, to develop and maintain competencies.
- Attendance at conferences, seminars, workshops and other training activities as appropriate, to maintain an awareness of trends and issues and keep abreast of changes in legislation which may impact on Council's administration of procedures, policies and activities relevant to your role.
- Evaluation of future requirements to maintain/enhance skill levels in a multi-skilled work environment.

Organisational Relationships

- Responsible to the Works Manager.
- Responsible for:
 - Mechanic
 - Apprentice Diesel Mechanic
- Close working relationship with other members of the Works and Operations team.

Extent of Authority

- Provision of complete and accurate information necessary to enable the Works Manager and Council to make informed decisions on matters under the Supervisor's responsibility.
- Exercise a degree of judgment in planning own work.
- Work within established guidelines and procedures.

Accountability

- The incumbent is required to comply with Council's Behavioural Standards Policy and the behavioural standards required under the Local Government Act 1999.

- An annual performance review will be carried out by the Works Manager and written confirmation of this review and any discussion points raised will be provided to the employee.
- The incumbent is accountable to the CEO/Director and your immediate supervisor for the performance of duties.
- The incumbent is responsible for managing their leave and accrued time so that entitlements do not carry from one period to another without approval.
- To ensure that the key responsibilities and objectives of the position are carried out in a safe, efficient, conscientious and courteous manner.

Performance Standards

- Confidential and sensitive information is to be handled in accordance with legislative requirements and with discretion and integrity.
- The incumbent is required to ensure that the integrity of confidential information gained during their employment is maintained permanently.
- Initiative demonstrated in problem-solving.
- Effective communication with internal and external customers.
- Accuracy of work and ability to meet deadlines.
- Prompt and effective response to telephone, e-mail, written and counter enquiries.
- Appropriate prioritisation and organisation of duties.
- The extent to which the employee is effective and efficient in carrying out duties as outlined and as directed.
- The extent to which the employee contributes and communicates in relation to effective works practices and processes.
- The manner effectiveness of the employee in working in a team environment.
- The manner in which plant and equipment under the control of the employee is operated and maintained.
- The manner in which the employee relates to other employees and the public in general.

Quality and Continuous Improvement

- Contribute to the identification, development, implementation and evaluation of improvements to departmental and organisational policies and practices.
- Demonstrate quality and continuous improvement initiatives that meet/exceed strategic and departmental goals and objectives.
- Contribute to and facilitate a continuous learning philosophy through learning, maintaining qualifications and applying new skills and competencies.

Records Management

- Employees are responsible and accountable for adequately managing the Council records they create and receive according to legislative requirements and Council policies and practices.
- Ensure corporate records are captured and stored on Council's Electronic Document and Records Management System (EDRMS) and not on personal storage devices/hardware.
- Ensure records are not damaged or destroyed unless permission has been obtained from the Records Management section in consultation with State Records.

Work Health and Safety Responsibilities

As Supervisor:

- Develop, review and implement safe work instructions and standard operating procedures in consultation with workers.

- Ensure safe systems of work are in place relating to plant, hazardous chemicals and activities performed by workers.
- Provide adequate induction, training and supervision to workers.
- Investigate and follow up all incidents, near misses in consultation with workers and their representatives.
- Carry out workplace inspections with worker representation.
- Take corrective action to control identified hazards and recommend control strategies to line management where resources are required beyond their delegated authority.
- Ensure effective communication and consultation occurs with line management, staff and their representatives in regards to WHS & IM, including workplace change, as per communication and consultation and reporting procedures.
- Ensure contractors working on site in their work areas follow safety instructions and procedures.
- Participate in Return to Work discussion and meetings relevant to staff within their section and as authorised by the appropriate Information Authority.
- Ensuring that reasonable steps are taken when procuring goods on behalf of Council including undertaking pre purchase risk assessments, risk assessment updated and any other compliance requirements relating to goods, services, plant and hazardous chemicals in line with procedural requirements.

As an Employee:

- Observe and comply with all WHS legislation, codes of practice, policies and supporting documentation.
- Take all reasonable steps to ensure own personal safety and that of others is not put at risk through any act or omission.
- Use safety devices and personal protective equipment correctly.
- Obey all instructions from the CEO issued to protect own personal health and safety and that of others.
- Ensure appropriate instruction and training has been received prior to performing any task.
- Report any identified hazards, incidents, near misses or injuries which arise in the course of work in accordance with Council policy.
- Take such action, within competency and responsibility, to report or make recommendation as deem necessary, to avoid, eliminate or minimise hazards.
- Ensure that reasonable steps are taken when procuring goods on behalf of Council including undertaking pre purchase risk assessments, risk assessments updated and any other compliance requirements relating to goods, services, plant and hazardous chemicals in line with procedural requirements.
- Keep work areas in a safe condition.
- Not to endanger personal safety or that of others by undertaking work whilst under the influence of alcohol or a drug.
- Not to interfere with, remove or displace any safety guards, safety devices or protective equipment unless it is as part of an approved maintenance or repair procedure.
- Elect WHS Representatives.
- Fulfill individual requirements to meet any documented WHS objectives arising from performance and development reviews.
- Support and use appropriate consultative structures.
- Contribute to a “safety first” culture.

Risk Management Responsibilities

- To actively contribute to and comply with Council’s Risk Management policies and practices.
- Ensure that all operational activities are conducted in an environment where risk is identified and assessed, and action plans are in place to remove or control and manage the risk.

Occupant:

Date Appointed:

Occupant signature:

Date:

Approved by: **Manager People Culture & Safety**

No. of Sheets: 6

Supervisor: **Works Manager**

Supervisor signature:

Date:

SELECTION CRITERIA

(These criteria must be addressed when applying for this position)

ESSENTIAL CRITERIA

1. Demonstrated trade qualifications and substantial experience in the maintenance and repair of heavy vehicles, plant and small motor equipment.
2. Sound technical knowledge of diagnostics, fault finding and preventative maintenance practices for a diverse fleet and workshop environment.
3. Proven ability to plant, coordinate and prioritise servicing, maintenance schedules and workshop activities to minimise downtime and meet operational needs.
4. Experience in supervising or leading staff, including allocating work, providing guidance, and supporting performance and development.
5. Knowledge of relevant legislation, standards and compliance requirements relating to fleet safety, road worthiness and workshop operations.
6. Strong understanding of Work Health and Safety principles and the ability to promote and maintain safe work practices within a workshop and field environment.
7. Demonstrated organisational and time management skills, with the ability to manage competing priorities and respond to urgent breakdowns or operational demands.
8. Effective written and verbal communication skills, with the ability to liaise professionally with staff, contractors and suppliers and maintain accurate records and documentation.
9. Demonstrated initiative, problem solving skills and a commitment to continuous improvement and efficient service delivery.
10. Current Class HC Drivers Licence.

DESIRABLE CRITERIA

1. Experience in local government or a similar multi-service operational environment.
2. Experience with fleet or maintenance management systems, inventory control and budget or procurement processes.
3. Construction Industry Whitecard.
4. Chainsaw Operation and Safety certification.
5. Current licences to allow the operation of necessary plant including classes LB, LL and LS.

SPECIAL REQUIREMENTS

1. Successful applicants will be required to:
 - prove their eligibility to work in Australia; and

- undergo a pre-placement medical assessment prior to finalisation of selection.
2. The qualifications, skills and experience outlined in this position description are ideals to which occupants will aspire.