

Candidate Information Package



The Shire of Irwin:

Is a friendly coastal community with a population of approximately 3,800 residents located on the idyllic Batavia coast of Western Australia. The area comprises of 2,223km with a brilliant blend of coastal and rural landscapes.

Situated on Arurine Bay beside the Irwin River estuary are the twin towns of Dongara and Port Denison, forming the urban area of the Shire of Irwin. The bustling City of Geraldton is 60 kms north with the capital city of Perth 360kms south.

The Shire of Irwin is truly an enviable lifestyle choice.

Find out more at www.irwin.wa.gov.au/

our vision - a safe place to live, an exciting place to visit and a progressive place to work
our mission - delivering excellence in service, driving growth and building strong relationships



The Community is well equipped with a range of essential facilities including a public hospital facility which includes emergency services, a domiciliary care unit and a nurse home care unit, St John Irwin Ambulance, pathology, GP medical centre, district high school, transfer station and various local businesses.

There is an abundance of community and sporting groups that offer great opportunities for people of all ages to get involved and actively participate. The Shire has a modern recreation centre which offers multiple health and fitness options, plus boasts a newly refurbished skate park and pump track for people of all ages to enjoy. In the warmer months, the Dongara Denison Drive-Ins offers hours of fun and entertainment for local and visiting families.

Events

A variety of events are held throughout the year including monthly town markets, Easter Races, Hanging of the Quilts, Port Denison Race Car Sprint and the Mid-West Show and Shine.

Tourism

With a wide range of caravan parks and camping grounds, the Shire of Irwin caters for tourist and locals alike with a brilliant blend of beautiful beaches and agriculture; there is a variety of activities including surfing; fishing; nature and heritage trails and a host of events from Easter and monthly markets; Easter Races; Mixed Lawn Bowls Carnival; Hanging of the Quilts; Moreton Bay Fig trees, Irwin River; Fishermen's Lookout; historic museum; marina and WA's premier annual kitesurfing event, Kitestock. The Shire provides many other attractions in the region.

Industry

Known historically for its lobster fishing industry and broad acre farming, the area has developed to include oil and gas production/exploration and mineral sands extraction industries offering a range of employment opportunities.

Development

The Shire of Irwin is becoming a highly active environment due to the vested interest from the diverse industries with 'green' energy a primary focus. This is an exciting time to join the Shire, as it is positioned for growth in a sustainable environment.



Shire of Irwin

Dongara | Western Australia

Fire Break Inspection Officer (Casual)

The Shire of Irwin is looking for a **Casual Fire Break Inspection Officer** to assist during the upcoming fire season. This role involves carrying out property inspections to ensure landowners comply with the Shire's annual Fire Break Notice and the Bush Fires Act 1954 (WA). The position is community-facing and requires a fair and consistent approach when engaging with residents about fire safety and compliance.

Key duties include:

- Inspecting properties to confirm compliance with fire break and hazard reduction requirements.
- Recording inspection outcomes and preparing reports.
- Engaging with property owners in a professional and supportive manner.
- Issuing notices of non-compliance where required.

What we're looking for:

- Good communication and people skills.
- Confidence in working independently and outdoors.
- A current WA C Class driver's licence.
- Experience in compliance, firefighting, or ranger services is desirable but not essential.

This is a casual position for the 2025 bushfire season. Hours will vary depending on operational needs. This position is classified at a Level 4 within the Local Government Industry Award 2021 with an hourly rate of \$26.83 per hour plus casual loading and applicable allowances.

A Brilliant Blend

How to Apply

Applicants are required to submit a cover letter, and resume.

Please refer to the Application Package available on our website at www.irwin.wa.gov.au for full details of the position. Further information can be obtained from hr@irwin.wa.gov.au

Applications to be emailed to hr@irwin.wa.gov.au.

The successful candidate will be required to provide eligibility of working rights in Australia; a current National Police Clearance and pre-employment screening which includes a medical and drug and alcohol testing.

Applications close at 5:00 pm on Monday 20th October 2025

The Shire of Irwin reserves the right to commence short-listing prior to the closing date.

The Shire of Irwin is an equal opportunity employer.

Shane Ivers

Chief Executive Officer
Shire of Irwin

Making application

The Shire of Irwin has a variety of employment types including full and part time, casual, temporary (fixed term) contract, maximum term contract, apprentice and trainee. All the Shire's job opportunities are posted on our website.

Selection Process

The principles of merit and equity in our recruitment processes are applied to all applications. After the closing date, or earlier, candidates will be selected for an interview based on their ability to demonstrate the required skills, experience, and qualifications to our selection panel for the advertised vacancy."

Application
Your application is the opportunity to showcase your personal attributes, skills, knowledge, experience and above all – your suitability for the job you're applying for.

Be thorough in your research before making application and be sure to read through all the attachments so you have a clear understanding of the job requirements.

Your application will need to contain the following documents:

Covering Letter this is an opportunity to introduce yourself and highlight your capabilities and your interest in this position

Resume Your current Resume is to include your name, address and contact details; your work history; education and training achievements.

Essential Criteria

(if required) Address each essential selection criteria set out in the Position Description providing relevant examples using the STAR method below. This is an important part of your application.

Situation Describe a work situation that you were faced with

Task Describe the task that you had to complete

Action Describe the action that you took to complete the task

Result Describe the result of your action

Closing Date Your application is to be received prior to the closing date in fairness to all applicants

Interview

If you are selected for an interview, you will be notified by telephone, and a confirmation email will be sent after the call. Unsuccessful candidates who were interviewed will be notified by telephone.

Good Luck in your Application.

Position Description



1.0 Position Details

Position Title	Fire Break Inspection Officer
Classification	4
Employment Type	Casual
Award	Local Government Industry Award 2021
Reporting to	Coordinator Community Rangers
Department	Community Services
Location	Shire Administration Office, 11-13 Waldeck Street, Dongara, WA
Supervision	Nil
Internal Relationships	Chief Executive Officer, management, Rangers and Staff
External Relationships	Community Members, Local government authorities and consultants.
Extent of Authority	This position operates under the direction of Coordinator Community Rangers within established guidelines, procedures, and policies of the Shire and statutory provisions of the <i>Local Government Act 1995</i> .

2.0 Position Objective

To assist the Shire of Irwin in maintaining community safety during the bushfire season by inspecting properties for compliance with fire break and hazard reduction requirements under the *Bush Fires Act 1954 (WA)* and the Shire's Fire Break Notice.

3.0 Position Specific Tasks and Activities

KEY AREA	DUTIES AND RESPONSIBILITIES	KEY PERFORMANCE INDICATORS
Fire Break Inspections	<ul style="list-style-type: none"> Inspect properties across the Shire, including residential, commercial, and rural land, to ensure compliance with fire break and hazard reduction requirements. 	<ul style="list-style-type: none"> All properties within the Shire are inspected within the designated bushfire season timeframe.
	<ul style="list-style-type: none"> Provide guidance and advice to landowners regarding fire safety obligations, including education on fire prevention and mitigation measures. 	<ul style="list-style-type: none"> Landowners are provided with clear guidance and advice on fire break compliance during inspections.
	<ul style="list-style-type: none"> Prepare accurate records and reports of inspections, noting compliance, non-compliance, and any follow-up actions required 	<ul style="list-style-type: none"> Non-compliance issues are identified and reported according to Shire procedures within 5 business days of inspection.
	<ul style="list-style-type: none"> Issue notices of non-compliance where required, following Shire procedures. 	
	<ul style="list-style-type: none"> Assist the Community Emergency Services Manager / Ranger team in promoting community awareness and fire prevention initiatives 	
	<ul style="list-style-type: none"> Support other bushfire-related activities as required by the Coordinator Community Ranges including attending community engagement events or assisting with hazard reduction programs. 	
Work Health & Safety	<ul style="list-style-type: none"> Employees are responsible for ensuring their own safety and the safety of others by following the Shire's WHS policies and procedures. Appropriate personal protective equipment (PPE) must be worn while conducting inspections. 	<ul style="list-style-type: none"> All inspections and duties are carried out in compliance with Shire WHS policies and procedures.
	<ul style="list-style-type: none"> Any safety incidents or near-misses are reported immediately and appropriately. 	<ul style="list-style-type: none"> Officer demonstrates proactive identification and management of safety risks while conducting inspections.
	<ul style="list-style-type: none"> Participation in any required safety briefings or training sessions before commencing duties. 	

4.0 General Position Requirements

Ethical Behaviour	Demonstrates a positive commitment and compliance with all legislation covering all forms of workplace discrimination, harassment, victimisation and bullying, compliant with the Shire's Code of Conduct and all policies.
Work Health and Safety	Ensuring duty of care which is compliant with WHS legislation and the Shire of Irwin policies and procedures. Follow all safety processes appropriately, including reporting injuries, accidents and near misses.
Risk management	Duties are performed according to the Shire of Irwin procedures and principles for risk management which includes WHS, appropriate to the position's duties as prescribed in our organisational procedures and according to legislative and regulatory requirements.
Human Resource and Leadership	Participates in performance management processes; participates in leadership and development activities including induction, recruitment, and succession planning.
Records Management	Ensures all documents are recorded in accordance with the Shire's Recordkeeping Plan, policies and procedures. Ensures confidentiality is maintained at all times.
Strategic Vision	Articulates a clear picture of the future direction of the team and describes how current decisions will impact the ability to achieve this. Creates realistic schedules and assesses opportunities and problems to assist in achieving the Shire's strategic objectives as required.
Values we are committed to	<p>Creates and maintains a positive working environment while upholding the Shire's values of:</p>  <p>The logo consists of four words stacked vertically: 'innovation' in blue, 'accountability' in orange, 'integrity' in red, and 'respect' in green. Each word has a stylized circular graphic element integrated into its design.</p>

5.0 Behavioural Competencies

VALUE DESCRIPTION	EXPECTED BEHAVIOURS
Innovation	<p>We are forward thinking and creative in our approach and strive to continuously improve the way we work.</p> <ul style="list-style-type: none">▪ I look for better ways of doing things▪ I am open to feedback and change▪ I encourage and embrace new ideas▪ I foster creativity and think outside of the box▪ I am solution focused.
Accountability	<p>We will honour our commitments and responsibilities to achieve positive results in a transparent environment.</p> <ul style="list-style-type: none">▪ I lead by example▪ I learn from my mistakes▪ I am responsible for my actions▪ I am committed to achieving my goals▪ I acknowledge positive behaviour and successes.
Integrity	<p>We always act in the public interest and are open, honest, fair and ethical in our interactions with others.</p> <ul style="list-style-type: none">▪ I am fair and consistent▪ I am honest, trustworthy and reliable▪ I effectively and actively communicate▪ I conduct myself in a professional manner▪ I am loyal and committed to the organisation.
Respect	<p>We support and appreciate each other in an inclusive culture to ensure a sense of pride and enjoyment</p> <ul style="list-style-type: none">▪ I am considerate of the needs of others▪ I genuinely listen when others communicate▪ I respect the roles and opinions of others▪ I treat others how I wish to be treated▪ I support, help and encourage my colleagues.

6.0 Knowledge, Skills and Qualifications

SELECTION CRITERIA – ESSENTIAL REQUIREMENTS

Qualifications and experience

- No formal qualifications required

Knowledge and skills

Essential:

- Strong communication and interpersonal skills with a professional, approachable manner.
- Ability to work independently and manage time effectively.
- Knowledge of fire safety and hazard reduction principles, including the Bush Fires Act 1954 (WA).
- Current Western Australia C Class driver's licence.
- Willingness to work outdoors in varying weather conditions.

Desirable:

- Previous experience in compliance, emergency services, firefighting, or ranger services.
- Basic computer literacy for recording inspections and reporting.

Attributes

- High level of personal integrity, confidentiality and initiative.
- Ability to maintain productive and efficient output in a busy work environment.
- Ability to work in a team environment and individually.
- Ability to embrace, accommodate and implement change.
- Ability to prepare and interpret financial information in accordance with asset management principles.
- Committed to ongoing professional development.
- Committed to learning and personal development; and
- Committed to the organisation.

7.0 Position Description Agreement

This Position Description is intended to describe the general nature and level of work performed by the employee assigned. It is not designed to be interpreted as a comprehensive list of duties and responsibilities of the position. The Shire of Irwin reserves the right to amend responsibilities as required to meet business and operational requirements.

I, the undersigned have noted and agreed to the values, statement of duties, responsibilities and other requirements as detailed in this document. This position description may be subject to change as required; any change of duties shall be discussed with the undersigned.

Date:	
Name:	
Signature:	
Review Date:	September 2025