

Waste Compactor Leading Hand

Tenure Permanent full-time 70 hour 9-day fortnight position.
Salary from : $86.858 up to $94,572 per annum, plus superannuation
(Salary will be assessed based on skills and experience)

The opportunity

Join our City Cleansing team and help keep our streets, public spaces and community facilities clean, safe and welcoming. We have two Waste Compactor Foreperson opportunities, each leading an established frontline crew responsible for public bin collection, street cleansing and responding to customer service requests across the city. The roles perform similar functions but support different teams.

In these hands-on leadership roles, you will coordinate daily operations, allocate resources and manage changing priorities to deliver safe, efficient, high-quality services. You will develop team members, manage performance matters when required, promote a strong safety culture and identify opportunities to improve service delivery.

Working closely with other City Cleansing crews, you will respond to community requests and complete operational records, reports and administrative tasks. You will also need flexibility to work rostered overtime, weekends and public holidays when required.

About you

You are an experienced, hands-on leader who enjoys developing people and building a positive team culture. You provide clear direction and create accountability, supporting your team to perform at their best. You motivate and guide people through change, building engagement and a shared commitment to continuous improvement and service excellence. Your people leadership is as important as your operational experience, and you bring sound judgement when solving problems and making decisions in a dynamic work environment.

You will bring:

- Experience leading and coordinating operational or outdoor work teams, including motivating staff and supporting positive change
- Strong communication and customer service skills, with confidence engaging respectfully with community members, customers and stakeholders from diverse backgrounds
- A commitment to workplace health and safety
- Good organisational and administrative skills, including the use of technology
- The ability to meet deadlines and adapt to changing priorities
- Physical capability to perform the duties of the role

Most importantly, you will lead by example and demonstrate Council's values of Respect, Integrity, OneTeam, Sustainability and Courage while delivering services that make a real difference to the community.

wollongong
city of innovation

Interested?

Click on 'Apply' to complete your online application.

You will be prompted through the application to answer the selection criteria as outlined overleaf.

Contact the Jade Farrar , Waste Operations Coordinator - Compactors (Acting), on (02) 4227 8911 for questions related to the job.

For questions related to submitting your application online, our recruitment process or you require adjustments in the recruitment process, please contact the Talent Acquisition Team on (02) 4227 7065.

Applications close 11:59pm, Sunday 15 November 2026
Internally this is role is known as Waste Compactor Foreperson

Selection Criteria

Wollongong City Council uses a merit-based recruitment process. To support the panel in assessing your suitability, please respond to the criterion in detail. Your responses should clearly demonstrate how you meet each requirement, using specific examples that highlight your relevant skills, experience, knowledge, and attributes.

Please ensure your answers are authentic and reflect your own experiences. Responses generated by AI or copied from generic sources are discouraged, as they do not provide the depth or relevance needed for effective assessment.

We also encourage you to reflect on how your approach and values align with Wollongong City Council's core values: Respect, Integrity, One Team, Sustainability, and Courage.

The more detail you provide, the better equipped the panel will be to understand your capabilities and alignment with the role and our organisation.

1. Outline your experience leading an operational team. Provide an example of a time when you motivated staff to achieve a positive outcome. How did you provide direction, manage any workplace issues and maintain a safe work environment? What was the result?
2. Tell us about a time when you independently planned, prioritised and completed operational work to meet a tight deadline. How did you manage competing priorities, respond to unexpected challenges, and ensure the work was completed successfully? What was the outcome?
3. Describe a time in an operational role where you had to deal with members of the public from different backgrounds. How did you communicate effectively, handle any issues, and provide a positive customer experience? What was the outcome?
4. Briefly outline your IT skills, including software, using digital devices to complete work-related documentation such as work orders and timesheets.

Why you'll love working here

True work-life balance: We know you work hard, and we make sure that effort is rewarded with real flexibility. Our hybrid work options, flex-time, and rostered days off mean you can maintain balance while delivering great outcomes.

Great working conditions: Enjoy a 9-day fortnight with a regular rostered day off (RDO) and great employment conditions under our enterprise agreement.

Career growth and recognition: We're committed to supporting your personal and professional development. Our initiatives include a reward and recognition, corporate learning opportunities, study assistance, and leadership development programs to help you grow and succeed.

Values-driven culture: We value Integrity, Respect, Sustainability, One Team, and Courage.

Generous leave provisions: Five weeks of annual leave per year (pro rata) and access long service leave after just five years.

Health, safety, and wellbeing: We prioritise a safe workplace for everyone, every day, everywhere. Our wellbeing programs support mental, physical and social wellbeing of our people to be at their best and include an Employee Assistance Program, skin and hearing checks and discounted gym memberships*.

A vibrant social culture: Join our Social Club for monthly activities, an annual trivia night, and fantastic Christmas events!

Participate and engage in meaningful work, and contribute to our extraordinary community, where together we make a difference.

Next steps

How to apply

Click apply and submit your up-to-date resume and answer the selection criteria questions.

Your application will be assessed following the conclusion of the advertising period. We will keep you informed during the recruitment process to:

- Advise you of your progress through each stage;
- Explain assessments that you need to complete;
- Notify you of the outcome of your application by email or phone, and
- Provide you with feedback on your request.

For assistance in submitting your application, please contact the Talent Acquisition Team on (02) 4227 7065.

More information

- We encourage applications from everyone regardless of gender, age, ethnicity, cultural background, faith, disability or gender identity. People with disability are encouraged to reach out so they can be supported to access adjustments in recruitment processes and in the workplace, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.
- Wollongong Council adheres to the principles of a child safe organisation and is committed to the care and protection of all children and young people in the community.
- Suitable candidates may be placed on an eligibility list for future opportunities in the team, which may include full time, part time, temporary and or casual.
- Suitable candidates are subject to employment screening which includes reference checks, Identity and Medical History Checks, and may also include a Nationally Coordinated Criminal History Check and Working with Children Check. Employment is subject to clearance of all these checks.