



Tauranga City

Job description

Title	Roadside Operator (Grade 10)
Number	TBC
Group	Operations and Infrastructure
Division	City Operations
Reports to	Supervisor – Roadside Mowing
Direct reports	N/A
Date	October 2025

Job holder commitment

The job holder accepts as a fundamental requirement of their employment that they must demonstrate a personal commitment to:-

- modelling organisational values at all times
- a safe and healthy work environment
- assisting Council to fulfil its Civil Defence responsibilities

At TCC we uphold the principles of Te Tiriti o Waitangi by engaging in an effective and meaningful partnership with tangata whenua. We are committed to developing our knowledge and understanding of te reo Māori, tikanga Māori, Mātauranga Māori and our partnership with tangata whenua.

Job purpose

The primary purpose of the **Roadside Operator** is to perform roadside vegetation maintenance, berm rehabilitation, streetscape gardening and traffic management all over our city. The Operator may be required to work independently at times, while also collaborating as part of a larger team or across different operational crews as required. This role supports a variety of maintenance and vegetation management activities across the city's roadside network.

The Operator will use a range of light and heavy machinery (eg. 1.5 – 5 tonne excavator, rollers, loaders, small & large compactors, out-front/ reach/ tractor mowers) to carry out roadside and vegetation maintenance tasks. They will also undertake pest and vegetation control using specialized tools and equipment (eg. spray knapsack, gel application system, various pruning tools, chainsaw, hedge trimmer, weed whacker, leaf blower).

Team hours of operation: 6am to 2.30pm Monday to Friday typically. You will be working a minimum of 40 hours per week, however flexibility is a must as a level of expected which may mean longer weekdays or weekends on some occasions.

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Key outcomes and responsibilities:

The roadsides of our city are maintained to a high standard at all times.	• Perform roadside revegetation maintenance and rehabilitation project work. Deliver the work you have been assigned to do to the best of your ability and to the set specifications as defined by the Supervisor. • Ensure your productivity is high, work efficiently and effectively. Work collaboratively with your team to get the job done. Be flexible to assist other colleagues and teams when required. • Consistently use the team's technology system (app) to accurately track started and completed work including taking photos. • Be proactive with fault reporting e.g. broken signs, unsafe berms, potholes. • Complete daily job starts, vehicle checks and any other safety or compliance procedures asked of you. • Attend toolbox talks, team meetings and team events. • Complete daily plant and equipment checks, reporting any issues. Maintain your own equipment. Carry out minor maintenance. • Understand TCC's road categories to ensure we meet our traffic management requirements.
The City Operations Team is always learning and improving.	• Complete all relevant SOP's and guidelines. Speak up if you are unsure or feel unsafe. • Willingly attend training and development opportunities to upskill yourself on an ongoing basis. • Actively listen and learn from Supervisor/ Team Leaders and your peers. • Share your expertise with others.
The City Operations Team has a team culture that is positive, respectful and focused on health & safety.	• Prioritize health and safety at all times (your own, our teams and the communities). Follow health and safety guidelines and always ask if you are unsure. • Wear appropriate personal protective equipment (PPE) at all times. • Show respect and care for others. • Use roads driver safety technology when driving TCC vehicles. • Possess a real customer focus. Understanding you are always in the public eye. • Do not come to work under the influence of drugs and/ or alcohol or other illegal substances.

	• Report wrongdoing or misconduct to a leader such as miss use of TCC assets, theft, or bullying. • Use common sense and do what is right for the community. • Show respect for TCC's assets, machinery, vehicles, fuel and plant. • Engage with the community/ public in an appropriate way. Acting as an ambassador for TCC. • Communicate any issues or concerns with your leader as soon as possible.
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Please note the job description is not an exhaustive list of requirements, the job holder will be required to perform tasks assigned to them that are not explicitly described in this documents.

What we are looking for:

Essential
• TMOP (Traffic Management Operative) qualification required. • STMS (Site Traffic Management Supervisor) experience is advantageous. • Full and Clean Class 1 NZ Drivers licence, although Class 2 is preferred, particularly for those seeking to upskill in machinery operation. • Wheels, tracks and rollers (WTR) endorsement is preferred. • Experience operating heavy machinery eg. 1.5 – 5 tonne excavator, rollers, loaders, small/ large compactors, out-front/ reach/ tractor mowers). • Experience working on roadside revegetation and rehabilitation projects. • Growsafe qualification or willingness to undertake this. • Proven ability to deliver a high-quality service. Taking pride in your work. • Proven ability to follow instructions and work plans. • Proven ability to work well in a team environment yet also independently. • Ability and willingness to use mobile phone and app technology including GIS maps, work tracking. This is a core requirement of the role. • A positive attitude and a willingness to listen and learn. • A track record in being reliable and committed to your work. • The ability to abide by Health and Safety guidelines at all times. • Be physically fit and enjoy working outdoors.

- Strong communication skills.
- Honesty and integrity.
- The ability to be a positive ambassador for TCC, interacting with all community members in a respectful and appropriate way.
- The ability to pass a pre-employment medical, and ongoing drug and alcohol testing.

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Our values

Pono / Integrity

We do what we say we will do

Manaakitanga / Respect

We listen to all views and show we care

Whāia te tika / Service

We do the right thing for our community
and each other

Whanaungatanga / Collaboration

We work together and create connections