

Early Careers Program | Trainee Waste Operator

Infrastructure|Waste& Fleet | City of Stirling

Start your career through the City of Stirling's Early Careers Program. Earn while you learn with structured training, hands-on experience and the opportunity to complete a Certificate II in Waste Management and receive support to obtain your HR driver's licence.

Through structured on-the-job learning and formal training, you'll work alongside experienced Waste Operators, build practical operational skills and work towards qualifications that support a long-term career in waste services, including the opportunity to obtain your HR licence.

- Earn while you complete a nationally recognised traineeship.
- Build practical skills in waste collection, recycling and operational safety.
- Learn from experienced Waste Operators through structured on-the-job training.
- Work towards obtaining your HR licence.
- Deliver essential waste and recycling services that help keep the City of Stirling clean, safe and sustainable.

Field	Detail
Location	Stirling, Western Australia
Type	Full-time Traineeship (2-year fixed term)
Directorate	Infrastructure
Salary	As per OWA (Outside workforce agreement)
Start Date	08 February 2027

The successful candidate will commence the Waste Operator Traineeship on 8 February 2027. Recruitment and selection activities will be completed by late November 2026, providing successful applicants with time to prepare for their transition into the program.

Company Description

At the City of Stirling, we're proud to be WA's largest local government, serving over 243,000 residents with more than 200 community-focused services. With more than 1,500 employees, we're committed to building an inclusive, capable and future-ready organisation. We invest in our people, embrace innovation, and offer a workplace where flexibility, wellbeing and growth are more than just words - they're how we work.

About the Traineeship

This traineeship provides an opportunity to develop practical skills while working in a team that delivers essential waste and recycling services to the community. Through a combination of on-the-job learning and formal training,

you'll gain valuable industry experience and build the foundations for a long-term career in waste operations. You will work towards completing a Certificate II in Waste Management. As part of the traineeship, you'll also receive support to obtain your HR driver's licence if you do not already hold one.

This role involves working outdoors in varying weather conditions and undertaking physically active work as part of a Waste Operations team.

What You'll Be Doing

- Assist with domestic waste and recycling collections.
- Support verge collection activities across the City.
- Learn safe operation of collection vehicles.
- Complete vehicle pre-start checks under guidance.
- Participate in training and competency assessments.
- Maintain a safe and tidy work environment.
- Provide professional service to our community.
- Report defects, incidents and operational issues.
- Learn from experienced Waste Operators and supervisors.

What You'll Bring

We're looking for someone ready to learn, work safely and build a career in waste operations.

You'll bring:

- A current C Class driver's licence held for a minimum of two years.
- Strong communication and teamwork skills.
- Basic computer literacy and numeracy skills.
- Willingness to learn and follow instructions.
- Ability to work safely in outdoor environments.
- Genuine interest in waste operations and recycling.

The following will be highly regarded:

- A current HR driver's licence.
- Completion of Year 12.
- Relevant pre-traineeship studies.
- Outdoor work experience.
- Experience in customer service or community-facing roles.
- A connection to the City of Stirling community, including applicants who live, study or participate in community activities within the local government area.

Who Should Apply

This opportunity may suit:

- School leavers
- Recent graduates
- Career changers
- Individuals interested in waste services and recycling
- People seeking a practical outdoor career
- Individuals looking to earn while they learn

Why You'll Love Working Here

Grow With Us –

- Structured traineeship support
- Formal study assistance
- On-the-job learning

Rewarding You

- Competitive trainee salary
- Boosted superannuation
- Leave options

Belong Here

- Inclusive workplace culture
- Employee recognition programs
- Wellbeing initiatives
- Community events and celebrations

Ready to Make a Real Impact?

If you're ready to learn, get hands-on and build a career delivering essential services to the community, we'd love to hear from you. Apply now to start your journey as a Trainee Waste Operator with the City of Stirling.

Additional Information

Pre-employment Requirements

Appointment is subject to satisfactory completion of pre-employment checks, including a National Police Clearance and drug and alcohol screening.

Applications close: Sunday 6 November 2026 at 6:00pm AWST. We may begin interviews before the closing date, so we encourage you to submit your application as soon as possible.

Diversity Statement

We welcome applications from people with diverse backgrounds, experiences, perspectives and ideas. We encourage applications from individuals seeking to build a rewarding career while contributing to an inclusive, collaborative and high-performing workplace.