

Thank you for enquiring about our **Farm Plant Operator / Allrounder** role at Glenworth Valley Wilderness Adventures (GVWA), Australia's largest horse riding and wilderness adventure centre.

About Glenworth Valley

GVWA is a diverse, multi-award winning adventure tourism business specialising in adventure activities such as horse riding, kayaking, quad biking, abseiling and laser skirmish. We also offer camping and cabin accommodation as well as corporate, education, wedding and functions on our 3000 acre wilderness property. We have been a family run business for more than 50 years and employ a passionate team of 540 full time and approximately 80-100 part time and casual team members.

Why do people love working at Glenworth Valley?

Employment at Glenworth Valley makes for a great lifestyle and ideal work environment due to the magnificent natural scenery, the fun and enjoyable services we offer our customers and the amazing, friendly team of people you will be working with. Glenworth Valley is located only 4 kilometres off the M1 Motorway via the Calga/Peats Ridge exit which is 15 minutes from Gosford. To familiarise yourself with the nature of our businesses, please visit www.glenworth.com.au

Purpose of the role

The purpose of this role is to safely operate plant and farm machinery to carry out a range of farm, maintenance, development and construction related tasks to upgrade and improve Glenworth Valley's property, infrastructure and facilities.

The role is primarily focused on operating machinery and equipment to complete earthworks, construction and infrastructure works, while also supporting general farm maintenance and all-rounder duties as required.

Common tasks may include:

- Service upgrade projects (trenching water, power, waste)
- Road grading and maintain and upgrading including digging drains.
- Paddock drainage and leveling works
- Tractor based seeding, spraying and fertilising, slashing
- Livestock duties such as loading feed, scraping yards etc.
- General earthworks, moving material, final trim land shaping etc

Who we are looking for

The ideal candidate will be confident operating plant and machinery and enjoy working outdoors in a rural environment.

The successful applicant will be practical, capable and take pride in completing work to a high standard while working both independently and within a team. Experience operating machinery such as excavators, tractors, backhoes, bobcats and trucks is highly desirable, along with experience in farming, earthmoving, construction or similar industries.

Glenworth Valley prides itself on having a strong team culture, so someone with a positive, reliable, and can-do attitude is essential. All applicants must be over 18, hold a driver's licence, be non-smoking and be capable of strenuous physical labour.

Hours of employment

Employment is offered on a permanent full time basis, 5 days per week. Hours of employment generally range from 7am to 5pm, Monday to Friday.

Remuneration

The base rate of pay is \$39 per hour. Subject to actual hours worked, this equates to an approximate full time annual salary of \$93,795, or \$105,050 including superannuation. All rates are before tax.

What to do next

Please fill out the application form enclosed and return it and your resume ASAP via email to employment@glenworth.com.au.

POSITION DESCRIPTION

Business:	Glenworth Valley Wilderness Adventures
Department:	Farm Maintenance Management
Job Title:	Farm Plant Operator / Allrounder
Reports to:	Farm Maintenance Manager
Hours:	Permanent Full Time (46.25 hrs), Mon to Fri
Breaks:	15min Morning Tea 30min Lunch
Grade:	Grade 5
Last updated	April 2026

Our Mission	To provide exceptional experiences sustainably by connecting people through our spectacular wilderness.
Our Vision	To be Australia's leading provider of outstanding wilderness experiences.
Purpose of the role	<p>The purpose of this role is to safely operate plant and farm machinery to carry out a range of farm, maintenance and project tasks to repair and upgrade Glenworth Valley's property, infrastructure and facilities.</p> <p>The role is primarily focused on operating machinery and equipment to complete earthworks, construction and infrastructure works, while also supporting general farm maintenance and all-rounder duties as required.</p>
<u>Key Result Areas:</u>	
Work Health & Safety	<ul style="list-style-type: none">• Carry out all duties with sound judgement, a proactive approach to safety, and full compliance with WHS requirements, policies and procedures.• Impart an attitude, standard and performance in line with a safety first culture.• Perform all work with a high attention to detail and an absolute focus on appropriate safety standards and practices in accordance with procedures.• Correctly follow all chemical handling procedures.• Operate all machinery, tools and equipment safely, competently and responsibly.• Identify hazards, assess risks and promptly report safety concerns, incidents and near misses to the Farm Maintenance Manager• Accurately report and document all incidents and near misses in a timely manner
Farm Plant Operation and Property development	<ul style="list-style-type: none">• Safely, productively and professionally operate plant and machinery including excavators, backhoes, loaders, bobcats/posi-track, tipper trucks, tractors with attachments, graders and water carts.• Complete earthworks, construction, land development, road building, drainage, site preparation and other property works to a high standard.• Play an active hands-on role in property improvement, infrastructure upgrades and future development projects across Glenworth Valley.• Conduct pre-start checks, basic servicing and routine maintenance to ensure machinery remains safe, reliable and fit for purpose.• Operate equipment in a manner that minimises wear and tear, damage, breakdowns and unnecessary repair costs.
Farm allrounder tasks	<ul style="list-style-type: none">• Carry out a broad range of general farm work, maintenance and all-rounder duties across the property.• Assist where necessary in all farm allrounder related tasks such as plumbing, fencing, flood recovery, trenching, tree clearing, mowing, running services etc.• Assist with routine maintenance and repairs of farm buildings, grounds, property and

facilities.

- Operate supporting equipment including chainsaws, power tools and general plant and equipment.
- Take a hands-on, physical and energetic approach to works and projects and be capable of doing strenuous physical labour.
- Familiarise yourself with various functions of the maintenance department to support team members during peak or high demand periods.
- Work collaboratively with team members and other departments to support operational requirements.
- Operate tractors and attachments to undertake seeding, spraying, fertilising, slashing and associated land management tasks.
- Assist with pasture improvement programs including land preparation, seasonal seeding, irrigation, weed controlling, and general land care practices.
- Support paddock improvement through paddock leveling and drainage works.

Pasture Management and Weed Control

Position Qualities, Skills and General Requirements

Key Behaviours

- **Work Ethic and Reliability** – Demonstrates a strong work ethic, remains productive and dependable, and consistently follows through on tasks and responsibilities.
- **Motivation and Initiative** – Shows a proactive approach to work, takes initiative in completing tasks and contributes positively to project and maintenance activities.
- **Safety Focus** – Maintains a strong awareness of safety at all times, follows procedures and promotes a safety-first culture in all aspects of work.
- **Teamwork** – Works cooperatively with team members and supports others to achieve shared outcomes across the maintenance and operations team.
- **Attitude and Professionalism** – Maintains a positive, respectful and professional attitude in the workplace, contributing to a productive team environment.
- **Outdoor Work Orientation** – Enjoys working in a rural outdoor environment and is comfortable performing physically demanding tasks in varying conditions
- **Quality and Pride in Work** – Takes pride in the standard of work completed, demonstrating attention to detail and a commitment to achieving high-quality outcomes.

Essential Qualities and Skills

- Proven experience operating plant and machinery such as excavators, tractors, backhoes, bobcats/posi-track and trucks.
- Assist where necessary in all farm allrounder related tasks such as plumbing, fencing, flood recovery, trenching, tree clearing, mowing, running services etc.
- Ability to carry out physical, hands-on work in an outdoor rural environment.
- Proven ability to work both independently and as part of a team to complete tasks efficiently.
- Ability to manage time effectively and prioritise tasks across multiple projects and maintenance activities.
- Strong attention to detail and commitment to completing work to a high standard.
- Good communication skills, ability to follow direction, and report on work completed.

Desirable Qualities and Skills

- Experience in farming, earthmoving, construction, landscaping or similar outdoor industries.
- Experience with large-scale property development or infrastructure projects.
- Ability to operate a wide range of machinery and attachments.
- Basic mechanical knowledge and ability to identify and report equipment issues.
- Relevant licences or certifications for plant or high-risk work.
- Experience with irrigation, fencing, pasture management or rural property maintenance.

General Requirements

- Glenworth Valley is a non-smoking work environment.
 - Working as directed.
 - Current driver's licence and own transport
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