

Shire of **EAST**
Pilbara
THE HEART OF THE PILBARA

**WHY WORK
WITH US?**

Careers
far from ordinary

Impact
close to home



“ FAR FROM ORDINARY

Exciting careers are a journey of discovery.

At the Shire of East Pilbara, you're encouraged to follow your passions where they lead you: across kilometres, challenges, projects, and roles. We support an environment where initiative is valued, and you can explore new areas as opportunities emerge.

” CLOSE TO HOME

Connect directly with the community where you live and work.

"Close to home" is about place and purpose – from everyday proximity in a small regional town, to the visible impact of your work in your community.

It also reflects how you'll experience your working life here: strong local relationships, responsive support, and flexibility that allows people to manage real-life needs alongside professional responsibilities.



FAR FROM **ORDINARY**

Career Expansion

The best careers rarely follow a plan. They **evolve**.

At the Shire of East Pilbara, the direction of your career is genuinely shaped by where your curiosity takes you. You will experience:

01 HANDS-ON WORK

Hands-on work across many services that support our communities, from operations and planning to communications, events, and community development.

02 REAL CAREER PATHWAYS

Real pathways to build a career with purpose, opportunity, and room to grow.

03 YOUR CAPABILITY COUNTS

A workplace where your background matters less than your capability, attitude, and willingness to learn.



Opportunity and Initiative

Local government careers can offer an increasingly rare traditional pathway: start somewhere, demonstrate what you can do, and move up. Initiative and creativity are prized.

At the Shire of East Pilbara, you grow faster because you are more visible, more active, and better supported.

In other words, the career ladder can still work the way it used to.

1

Opportunities to shape projects and take ownership of work that interests you.

Leaders who support good ideas and help find a path for them.

2

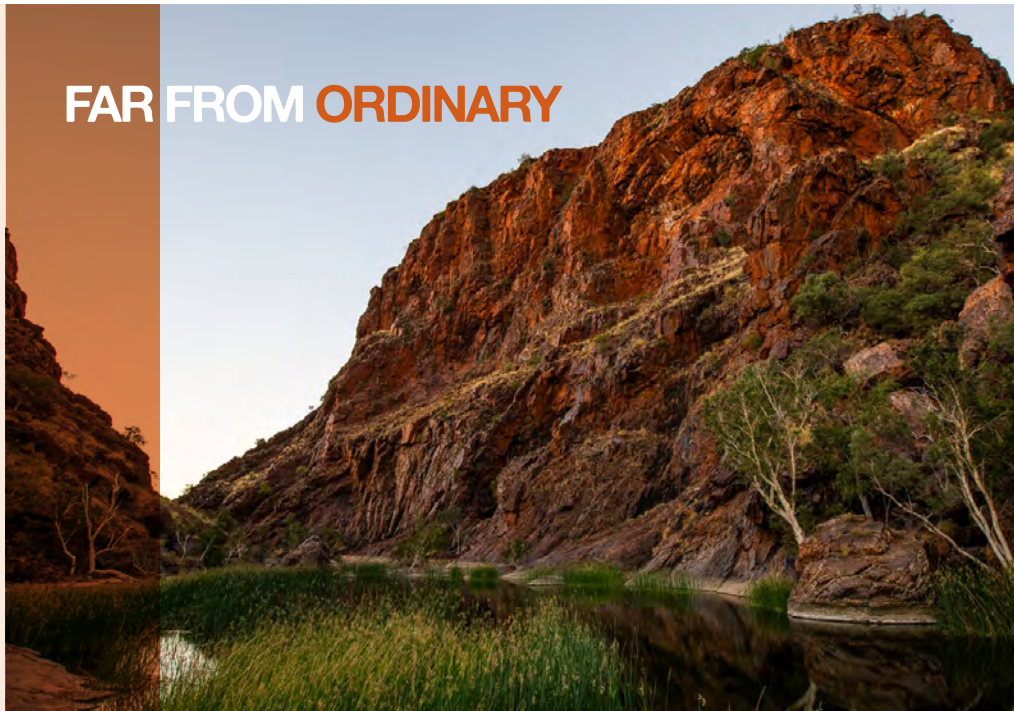
3

An environment where proactivity is recognised and rewarded.

Real scope to influence how work gets done, not just whether it does.

4

FAR FROM ORDINARY



Lifestyle and Place



Newman is not what most people expect.

We live in an active and connected regional town. The amenities are here, but the pace is different from the city: something you never knew you needed, just waiting to be discovered.

The Pilbara is one of the most extraordinary landscapes in Australia: ancient, vast, and almost entirely unspoiled.

Living here means access to historical sites, gorges, stargazing, and outback adventure that most people only ever see in photos.

You will have:

Access to vast, ancient landscapes unlike anywhere else in Australia

Real adventure on your doorstep: four-wheel driving, fishing, camping, and remote exploration

A strong sense of place and identity that stays with you



CLOSE TO HOME

Community Impact

Employees of the Shire of East Pilbara get to see the real-world impact of their work every day on their commute home.

You'll be working in the same communities you serve and know the people your projects will benefit most. When something you've worked on makes a difference – improving safety, building capability, expanding access – you'll see it.

It's the difference between **believing** your work is meaningful and **knowing** it.

You will see impact through:

- ✓ Direct engagement with regional and remote communities across the East Pilbara
- ✓ Projects that improve safety, access, and quality of life in places where those improvements are genuinely felt
- ✓ Capability-building initiatives that leave communities more resilient and self-sufficient long after the project ends
- ✓ Real-time response from your community
- ✓ Work that continues to matter even after you've moved on from it





Cultural Respect

Projects at the Shire of East Pilbara are shaped by **community**.

Our work prioritises listening-first engagement, consultation that truly influences outcomes, and projects designed around cultural context.

Our most important goal is creating change that responds to actual community needs.

You will find:

A working environment where cultural respect is a professional norm.

Outcomes that reflect genuine community voice, developed through real consultation processes.

Opportunities to engage with and learn from First Nations communities and knowledge holders.

Projects where culturally appropriate practice is built into the work from the beginning – from environmental initiatives to infrastructure to cultural heritage.





CLOSE TO **HOME**

SUPPORT AND **FLEXIBILITY**

Busy periods are real.
So is the support to move through them.

Work here fluctuates by season, by project cycle, by what the community needs at any given moment. That variability is part of what keeps the work interesting. **Workload management is taken seriously, with real structures to support it.**

1 Speak up and be heard

We foster a culture where speaking up is encouraged, and we work with you to develop practical solutions.

2 Life happens, we adapt

Life is unpredictable. You're supported with real flexibility to manage life alongside work.

3 Creating sustainable success

Sustainable performance is better for you, better for us, and creates better results.



Accelerate your career while making a meaningful impact.

We're expanding our team.
Are you ready for your next adventure?

Employee Benefits

Full-time employees have access to:



Super Scheme

We match up to 5% additional superannuation contributions, for a total maximum of 22%.



Generous leave

Employees may be eligible for Paid Parental Leave, Long Service Leave, Local Government Leave, and RDOs.



Relocation expenses

For full-time employees moving to Newman, we provide for expenses up to \$10k intrastate or



Employee Assistance Program

Open to all employees and their dependents, this program provides free, confidential support for professional or personal challenges.



Living allowance

To assist with Pilbara living expenses, we offer up to \$15k per annum in living allowances.



Discounts

Employees are entitled to a 50% discount on Shire services and facilities.

To view our current opportunities, scan the QR code.



Not sure you see a perfect fit?
Expressions of interest are always welcome.
Get in touch today.

 www.eastpilbara.wa.gov.au/employment/

 08 9175 8000

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