

Dogman Job Description

A comprehensive job description template
for Australian construction businesses

Business Name: _____

Location: _____

Employment Type: _____

Reports To: _____

Date: _____

DISCLAIMER

This template is provided for general informational purposes only and does not constitute legal advice. It is designed to reflect Australian workplace standards and construction industry practices at the time of publication. You should review and tailor this template to suit your business, project type, applicable modern award and specific requirements. For complex situations, independent legal or HR advice should be sought. RosterElf Pty Ltd accepts no liability for any loss arising from reliance on this document.

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1. Position Overview

1.1 Position Title

Dogman / Rigger / Crane Chaser / Slinger

1.2 Position Summary

The Dogman is responsible for coordinating crane operations by directing crane operators, slinging and securing loads, and ensuring safe lifting operations on construction sites. This role requires extensive knowledge of rigging techniques, load calculation, crane hand signals and work health and safety procedures. The Dogman acts as the critical link between ground operations and crane operators to ensure safe and efficient lifting activities.

The position involves assessing loads and selecting appropriate rigging equipment, attaching and securing loads using slings and shackles, directing crane operators using standard hand signals or radio communication, coordinating multiple lifts, ensuring exclusion zones are maintained, and conducting pre-start checks on rigging equipment. Dogmen must maintain constant communication with crane operators and demonstrate sound judgment in all lifting operations.

1.3 Reporting Structure

This position reports to:

- Leading Hand / Supervisor
- Site Foreman / Site Manager
- Project Manager

1.4 Employment Type

This position is available as:

- Casual (day-to-day hire)
- Full-time (38 hours per week)
- Project-based contract

2. Key Responsibilities

2.1 Load Assessment and Preparation

- Assess loads to determine weight, center of gravity and stability
- Calculate safe working loads and lifting requirements
- Select appropriate slings, shackles and rigging equipment
- Inspect rigging gear before each use for defects or damage
- Determine correct slinging methods for different load types
- Ensure loads are balanced and secure before lifting

- Tag out and remove damaged rigging equipment from service

2.2 Rigging and Slings Operations

- Attach slings, chains and shackles to loads correctly
- Use correct hitches including basket, choker and vertical hitches
- Secure loads using appropriate padding and protection
- Ensure all connections are properly seated and secured
- Check load balance before signaling crane operator to lift
- Guide loads during lifting, movement and placement
- Detach rigging equipment once loads are safely positioned

2.3 Crane Communication and Direction

- Direct crane operators using standard hand signals
- Communicate via two-way radio for complex or long-distance lifts
- Maintain clear line of sight with crane operator when possible
- Stop lifts immediately if unsafe conditions develop
- Coordinate multiple crane operations when required
- Provide clear instructions for load positioning and placement
- Confirm safe completion of lifts before releasing crane

2.4 Safety Management and Exclusion Zones

- Establish and maintain exclusion zones around lifting operations
- Ensure no personnel enter exclusion zones during lifts
- Assess environmental conditions including wind and weather
- Identify overhead powerlines and underground services
- Implement traffic management when lifting near vehicles or equipment
- Ensure loads do not exceed crane capacity or safe working loads
- Stop work if unsafe conditions cannot be controlled

2.5 Equipment Inspection and Maintenance

- Conduct daily pre-start inspections of rigging equipment
- Check slings for cuts, abrasions, heat damage and wear
- Inspect shackles, hooks and lifting devices for defects
- Verify working load limits and identification tags are legible
- Report damaged or defective equipment immediately
- Maintain rigging equipment in clean and serviceable condition
- Store rigging gear properly to prevent damage

2.6 Documentation and Compliance

- Complete lift plans and risk assessments for complex lifts
- Maintain records of equipment inspections
- Report incidents, near misses and hazards
- Participate in toolbox talks and safety meetings
- Comply with site-specific work method statements
- Follow manufacturer specifications for rigging equipment
- Ensure currency of high risk work licence

3. Required Skills and Attributes

3.1 Essential Skills

Rigging Knowledge

Comprehensive knowledge of rigging techniques, load calculations and safe working loads. Understanding of different sling types, hitches and their applications. Ability to assess loads and determine appropriate rigging methods. Knowledge of rigging equipment capacities and limitations.

Communication Skills

Clear and precise communication using standard crane hand signals. Effective radio communication for complex lifts. Ability to coordinate multiple personnel during lifting operations. Understanding of standard terminology and commands used in crane operations.

Safety Awareness

Strong commitment to safety and hazard identification. Ability to assess and control risks associated with lifting operations. Understanding of exclusion zones and personnel protection. Knowledge of emergency procedures and incident response.

Problem Solving

Ability to assess complex lifting scenarios and develop safe solutions. Sound judgment when evaluating load stability and rigging requirements. Capability to adapt rigging methods to different load types and site conditions.

3.2 Personal Attributes

- High level of safety awareness and responsibility
- Excellent attention to detail and precision
- Calm and focused under pressure
- Strong spatial awareness and depth perception
- Physical fitness and manual dexterity
- Team player with good communication
- Reliable and punctual
- Willingness to work at heights and in varied conditions

- Ability to follow instructions and procedures
- Proactive approach to hazard identification

4. Qualifications and Requirements

4.1 Mandatory Requirements

- High Risk Work Licence - Dogging (DG licence)
- Construction Induction Card (White Card)
- Working at Heights training
- Physically fit for manual handling and heights work
- Ability to pass pre-employment medical including drug and alcohol screening
- Eligibility to work in Australia
- Clean safety record

4.2 Desirable Qualifications

- High Risk Work Licence - Rigging (Basic, Intermediate or Advanced)
- Crane Operator licence (any class)
- Certificate III in Rigging
- EWP (Elevated Work Platform) licence
- Confined Space Entry ticket
- Current First Aid certificate
- Forklift licence
- Driver's licence

4.3 Experience

Minimum 2-3 years experience working as a Dogman on commercial or civil construction projects.

Demonstrated experience in coordinating crane lifts, slinging varied loads and directing crane operators.

Experience with different crane types including mobile cranes, tower cranes and crawler cranes is highly valued. Must be able to provide references from previous construction employers.

5. Working Conditions

5.1 Hours of Work

- Standard construction hours: 7:00am to 3:30pm Monday to Friday
- Overtime and weekend work as required by project demands
- Shift work may be required for some projects
- Early starts or late finishes for time-sensitive lifts
- RDOs (Rostered Days Off) as per award provisions

5.2 Physical Requirements

- Lifting and carrying rigging equipment weighing up to 25kg
- Working at heights on scaffolding and elevated structures
- Standing and walking on construction sites for extended periods
- Bending, kneeling and working in confined spaces
- Manual dexterity for connecting rigging equipment
- Good vision and hand-eye coordination

5.3 Work Environment

- Outdoor construction sites in all weather conditions
- Exposure to noise, dust and construction activities
- Working around mobile plant and heavy machinery
- Uneven and potentially hazardous ground conditions
- Working at heights and near edges
- Varying site locations and travel requirements

5.4 Personal Protective Equipment

- Hard hat, safety glasses and high visibility clothing (provided)
- Steel-capped safety boots (employee to provide)
- Long pants and long-sleeved shirt required
- Gloves suitable for rigging work
- Fall protection equipment when working at heights
- Hearing protection in high noise areas

6. Award Information

6.1 Modern Award Coverage

This position is covered by the Building and Construction General On-site Award 2020 (MA000020). The award sets minimum pay rates, allowances and conditions for employees working in the building and construction industry.

6.2 Classification Level

Dogmen are generally classified under the award as:

- CW3: Tradesperson with Dogging licence performing slinging and rigging duties
- CW4: Advanced Rigger with additional qualifications
- Higher classifications based on additional responsibilities or tickets held

The specific classification level will be determined based on qualifications, experience and duties performed.

6.3 Allowances and Penalties

Employees are entitled to various allowances including:

- Industry allowance (per week for full-time employees)
- Height allowance for work above specified heights
- Confined space allowance if applicable
- Tool allowance if providing own tools
- Travel allowance for work beyond normal radius
- Overtime rates: Time and a half for first 2 hours, double time thereafter
- Saturday rates: Time and a half
- Sunday rates: Double time
- Public holiday rates: Double time and a half

Refer to the Building and Construction General On-site Award 2020 for current rates and detailed conditions.

7. Expected Behaviours

7.1 Professional Conduct

- Arrive on site on time and ready to start work
- Notify supervisor immediately if unable to attend work
- Follow all site rules and company policies
- Maintain professional relationships with colleagues and contractors
- Represent the company professionally on client sites
- Participate constructively in site meetings and toolbox talks

7.2 Safety Standards

- Never proceed with lifts if conditions are unsafe
- Stop work immediately if hazards are identified
- Ensure all rigging equipment is inspected before use
- Maintain exclusion zones and prevent unauthorized access
- Report all incidents, near misses and hazards immediately
- Never work under the influence of drugs or alcohol
- Comply with all SWMS and site-specific procedures

7.3 Work Quality

- Select appropriate rigging equipment for each lift
- Ensure loads are properly secured and balanced
- Provide clear and accurate signals to crane operators

- Complete all lifts efficiently and safely
- Maintain rigging equipment in good condition
- Complete documentation accurately and promptly

7.4 Communication Expectations

- Maintain clear communication with crane operators at all times
- Coordinate with other trades and supervisors
- Report equipment defects immediately
- Participate in pre-start meetings and lift planning
- Raise concerns about unsafe practices
- Follow chain of command for work instructions

8. Application Process

8.1 How to Apply

Interested candidates should submit:

- Current resume/CV including work history
- Copy of Dogging licence (DG) and White Card
- Copies of all relevant tickets and certificates
- Details of recent construction experience
- Contact details for at least two construction industry referees
- Cover letter outlining relevant experience

8.2 Selection Process

Shortlisted candidates will be invited to:

- Initial phone interview to discuss experience and qualifications
- Face-to-face interview with site management
- Verification of licences and qualifications
- Reference checks with previous employers
- Pre-employment medical including drug and alcohol screening
- Site induction and orientation

8.3 Equal Opportunity

We are an equal opportunity employer and welcome applications from all qualified candidates regardless of age, gender, cultural background, disability or other characteristics protected by law.

Position Acknowledgement

I have read and understood this job description. I understand that my duties may be varied from time to time to meet the operational needs of the business.

Employee Name: _____

Employee Signature: _____

Date: ____ / ____ / ____

For Manager Use Only

Manager Name: _____

Manager Signature: _____

Date: ____ / ____ / ____