

Rigger 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

Rigger / Advanced Rigger / Rigging Supervisor

1.2 Position Summary

The Rigger is responsible for the safe lifting, moving and positioning of loads using cranes, hoists and specialized lifting equipment. This high-risk construction role requires technical expertise in rigging methods, load calculations, equipment selection and crane coordination to ensure safe lifting operations in construction and industrial environments.

The position involves selecting appropriate lifting equipment and rigging configurations, calculating load weights and centers of gravity, attaching and securing loads using slings, shackles and lifting gear, directing crane operators during lifts, conducting pre-lift safety checks and inspections, coordinating with site personnel and trades, and ensuring compliance with lifting regulations and safe work procedures. Riggers must have strong technical knowledge, spatial awareness, mathematical ability and commitment to safety in critical lifting operations.

1.3 Reporting Structure

This position reports to:

- Rigging Supervisor / Lifting Supervisor
- Site Supervisor / Project Manager
- Crane and Rigging Operations Manager

1.4 Employment Type

This position is available as:

- Full-time (38 hours per week plus overtime)
- Casual (day-to-day or project-based engagement)
- Contract (specific project duration)

2. Key Responsibilities

2.1 Load Assessment and Planning

- Assess loads to determine weight, dimensions and center of gravity
- Calculate safe working loads for lifting equipment
- Determine appropriate lifting points and rigging configuration
- Plan lift sequence and movement path
- Identify hazards and environmental factors affecting lifts
- Review lift plans and engineering drawings

- Ensure lift complies with site restrictions and regulations

2.2 Equipment Selection and Rigging

- Select appropriate slings, shackles, chains and lifting gear
- Choose correct rigging configuration (vertical, choker, basket)
- Attach lifting equipment to loads securely
- Ensure load is balanced and stable before lifting
- Use softeners and protection for delicate or sharp edges
- Install tag lines for load control during movement
- Apply correct angles and load factors in rigging calculations

2.3 Inspection and Safety Checks

- Inspect lifting equipment before each use
- Check slings, shackles and hardware for damage or wear
- Verify equipment capacity markings and certifications
- Ensure hook safety latches are functional
- Conduct pre-lift safety checks and hazard assessments
- Verify ground conditions and crane positioning
- Remove damaged or defective equipment from service

2.4 Crane Coordination and Communication

- Coordinate with crane operators using standard hand signals
- Communicate via two-way radio during lifts
- Direct crane operators for precise load positioning
- Monitor load stability and movement during lifts
- Stop lifts immediately if unsafe conditions develop
- Attend pre-lift meetings with crane operators and supervisors
- Coordinate with doggers and other rigging personnel

2.5 Load Movement and Positioning

- Guide loads during lifting, swinging and lowering
- Control loads using tag lines and guide ropes
- Position loads accurately on structures or foundations
- Ensure load stability during placement
- Remove rigging equipment safely after placement
- Secure loads to prevent movement or instability
- Coordinate with trades for final positioning and securing

2.6 Specialized Rigging Operations

- Rig structural steel and heavy equipment lifts
- Set up multi-crane lifts and complex rigging systems
- Perform tandem lifts with coordination between multiple cranes
- Rig and move precast concrete panels and tilt-up panels
- Install lifting beams, spreader bars and specialized lifting frames
- Conduct building relocations and heavy machinery moves
- Perform confined space and difficult access rigging

2.7 Documentation and Compliance

- Complete lift permits and documentation as required
- Maintain records of equipment inspections and lifts
- Follow safe work method statements (SWMS) for lifting
- Ensure compliance with AS 1418 and AS 2550 standards
- Report incidents, near misses and equipment defects
- Participate in toolbox talks and safety meetings
- Maintain currency of high risk work licences

3. Required Skills and Attributes

3.1 Essential Skills

Technical Knowledge and Calculations

Comprehensive understanding of rigging principles, load factors and lifting mechanics. Ability to perform weight calculations and determine load centers of gravity. Knowledge of safe working loads, angles and forces in rigging systems. Understanding of crane capacities and operational limitations. Competent reading and interpreting lift plans, engineering drawings and load charts.

Equipment Knowledge and Selection

Expert knowledge of lifting equipment including slings, shackles, chains, hooks and specialized gear. Understanding of equipment ratings, inspection criteria and maintenance requirements. Ability to select appropriate equipment for specific lifting scenarios. Knowledge of different rigging configurations and their applications. Understanding of equipment compatibility and safe combinations.

Spatial Awareness and Judgment

Excellent spatial awareness for visualizing load movement and clearances. Ability to judge distances, heights and angles accurately. Understanding of load dynamics during lifting and movement. Anticipation of load behavior and potential hazards. Sound judgment for assessing lifting scenarios and making safety decisions.

Communication and Coordination

Clear communication skills using standard crane hand signals and radio procedures. Ability to coordinate complex lifts involving multiple personnel. Leadership during critical lifting operations. Assertiveness to stop unsafe lifts. Professional interaction with crane operators, supervisors and trades. Ability to explain technical rigging concepts to others.

3.2 Personal Attributes

- Safety focused with high level of responsibility
- Methodical and precise approach to rigging
- Calm and composed under pressure during critical lifts
- Reliable and punctual with excellent attendance
- Strong attention to detail in calculations and inspections
- Problem solver with practical approach
- Team leader who coordinates rigging operations
- Physically fit for demanding rigging work
- Committed to continuous learning and skill development
- Pride in workmanship and professional standards

4. Qualifications and Requirements

4.1 Mandatory Requirements

- Rigging High Risk Work Licence (Basic or Intermediate or Advanced)
- Dogging High Risk Work Licence (recommended)
- White Card (General Construction Induction Card)
- Working at Heights training and certification
- Physical fitness for demanding rigging work
- Eligibility to work in Australia (visa or citizenship)
- Steel-capped safety boots and appropriate work clothing
- Ability to pass drug and alcohol testing

4.2 Desirable Qualifications

- Certificate III in Rigging
- Advanced Rigging High Risk Work Licence
- Crane Operator licence (various classes)
- Scaffolding High Risk Work Licence
- Current First Aid certificate
- Forklift licence (LF class)
- Elevated Work Platform (EWP) licence
- MR or HR truck licence for transporting rigging equipment

4.3 Experience

Entry-level positions available for qualified riggers with Basic Rigging Licence willing to develop skills through experience. Progression to Intermediate and Advanced levels requires demonstrated competency, additional training and experience with complex lifts. Experienced riggers should demonstrate technical proficiency, comprehensive equipment knowledge, proven track record of safe lifting operations, ability to

plan and coordinate complex lifts, and leadership capability.

5. Working Conditions

5.1 Hours of Work

- Standard hours typically 7:00am to 3:30pm Monday to Friday
- Saturday work common on many projects
- Overtime, night shifts and shutdown work as required
- 38-hour week for full-time employees
- Extended hours during critical lifting operations
- Project-based hours may vary significantly

5.2 Physical Requirements

- Heavy lifting and carrying of rigging equipment (chains can be 50kg+)
- Working at heights on structures and equipment
- Climbing ladders and accessing elevated work areas
- Bending, reaching and working in awkward positions
- Physical stamina for full-day operations
- Exposure to weather conditions including heat, cold and wind

5.3 Work Environment

- Construction sites including commercial, industrial and infrastructure
- Working around cranes, heavy machinery and moving loads
- Outdoor work in all weather conditions
- High-risk environment during lifting operations
- Industrial facilities, mines and manufacturing plants
- Travel to various sites and remote locations

5.4 Safety Equipment and PPE

- Hard hat (safety helmet) mandatory at all times
- Fall arrest harness when working at heights
- Steel-capped boots with ankle support
- High-visibility clothing
- Safety glasses and work gloves
- Hearing protection in high noise areas
- Two-way radio for crane communication

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, penalty rates, allowances and conditions for employees working in the building and construction industry.

6.2 Classification Level

Riggers are generally classified under the award as:

- CW4: Construction Worker Level 4 - Rigger with Basic Rigging Licence
- CW5: Construction Worker Level 5 - Rigger with Intermediate Rigging Licence
- CW6: Construction Worker Level 6 - Advanced Rigger or Rigging Supervisor

The specific classification level will be determined based on licence level, skills, experience and supervisory responsibilities.

6.3 Penalty Rates and Allowances

Employees are entitled to penalty rates for work performed:

- Saturday: 150% of ordinary rate
- Sunday: 200% of ordinary rate
- Public holidays: 250% of ordinary rate
- Overtime: 150% for first 2 hours, 200% thereafter
- Height allowance for working above specified heights
- Additional allowances for leading hand or supervisory roles

Casual employees receive a 25% casual loading instead of paid leave entitlements. Refer to the Building and Construction General On-site Award 2020 for current rates and conditions.

7. Expected Behaviours

7.1 Professional Conduct

- Arrive on time with all required licences, PPE and tools
- Notify supervisor immediately if unable to attend work
- Maintain valid rigging licence and inform employer of expiry
- Follow all company policies and lifting procedures
- Work cooperatively with crane operators and site personnel
- Represent company professionally on client sites

7.2 Safety and Compliance

- Prioritize safety above all other considerations
- Stop any lift that becomes unsafe or uncertain
- Never exceed safe working load limits
- Follow safe work method statements for all lifts
- Never work under influence of drugs, alcohol or fatigue
- Conduct thorough pre-lift inspections every time
- Report all incidents, near misses and equipment defects immediately

7.3 Work Standards

- Calculate loads accurately and select appropriate equipment
- Rig loads correctly according to lifting principles
- Communicate clearly with crane operators during lifts
- Maintain organized rigging equipment and storage
- Complete lifts efficiently without compromising safety
- Maintain high professional standards in all rigging work

7.4 Communication and Leadership

- Lead pre-lift planning and safety discussions
- Coordinate effectively with multiple personnel during lifts
- Provide clear instructions using standard crane signals
- Mentor junior riggers and doggers
- Participate actively in toolbox talks and safety meetings
- Assert authority to stop unsafe lifting operations

8. Application Process

8.1 How to Apply

Interested candidates should submit:

- Current resume/CV including rigging experience
- Copy of Rigging High Risk Work Licence (current)
- Copy of Dogging High Risk Work Licence (if held)
- Copy of White Card (Construction Induction Card)
- Copy of Working at Heights certificate
- Copies of other relevant tickets and certificates
- Contact details for at least two referees

8.2 Selection Process

Shortlisted candidates will be invited to:

- Phone interview to discuss experience and qualifications
- Face-to-face interview with operations manager or supervisor
- Practical skills assessment (rigging and calculations)
- Verification of licences and qualifications
- Reference checks with previous employers
- Drug and alcohol screening
- Site induction and safety 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: ____ / ____ / ____