



Role Title:	Bushfire Recovery Crew	Reports to:	JM Crew Leader
Primary Location:	Forestec	Employment Type:	Casual
Hours:	Various	People Leader:	No
Line of Business:	On Country	Job Level:	Individual Contributor

GLaWAC considers that being of Gunaikurnai heritage is a genuine occupational requirement for this position under s28 of the Equal Opportunity Act 2010 (Vic.)

Role Purpose: Bushfire Recovery Crew undertake a variety of environmental monitoring and management activities on traditional Gunaikurnai Land and Waters to assist in the investigation of species and culturally significant areas to understand and assess the effects of fire impact.

Bushfire Recovery Crew understand, support and protect the further development of Gunaikurnai Traditional knowledge, values and culture by sharing knowledge with agencies and community.

Role Accountabilities

Environment Land and Water - Operational Services	<ul style="list-style-type: none"> • Undertake species surveys of Flora and Fauna which are of significance to Gunaikurnai people • Assess the status of culturally significant species at key locations, including an assessment of fire impacts • Review status of any threats operating or increased risks to populations due to fires and work with agencies and or consultants to mitigate. • Undertake the delivery of Environment, Land and Water projects within traditional Gunaikurnai Land and Waters • Assisting with delivery of cultural site mapping projects; assist with collecting field data which includes cultural and natural values • Ensure visitors are provided and accurate information and courteous advice about the use and enjoyment of the parks and reserves of GLaWAC
Foster Cultural Understanding and Awareness	<ul style="list-style-type: none"> • Partner with Parks Victoria, stakeholders and community to increase understanding and appreciation of the cultural aspects relating to management of country, this includes giving talks and presentations • Participation in GLaWAC community days • Provide cultural advice, knowledge and values to park staff to ensure best land management practices
Relationship Management	<ul style="list-style-type: none"> • Develop and maintain relationships of mutual respect with external stakeholders, agencies, community and staff • Working collaboratively with agency staff and/or consultants • Engage the Gunaikurnai community using GLaWAC's communication networks and tools to support information collection • Provide assistance to other On Country Staff • Act as a mentor On Country trainees
Fire Management	<ul style="list-style-type: none"> • Work with various agencies to assist with emergency response situations including prescribed burning and wildfire suppression.
OH&S	<ul style="list-style-type: none"> • Adhere to the OH&S Policy and always work in a manner that is safe and professional • Reinforce a Safety-First Culture • Stop any unsafe acts or processes that seem dangerous or unhealthy Ensure the welfare and safety of all staff including strict compliance with OH&S policies and GLaWAC safety Policies. Brief and supervise crews. • Follow established OHS requirements • Conduct maintenance checks and actions as required. • Report any incidents or concerns to managers and through provided reporting mechanism.

GLaWAC Values: Respect – Encourage – Service – Persistence – Empathy – Courage – Teamwork



Other	<ul style="list-style-type: none"> • Demonstrate the GLaWAC values at all times • Other duties as required
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Specific Role Competencies

Essential	<ul style="list-style-type: none"> • GLaWAC considers that being Gunaikurnai is a genuine occupational requirement for this position • Demonstrated experience in land care management and ability to complete natural resource management services efficiently and effectively • Knowledge and experience in basic computer use • Good communication and Interpersonal skills to effectively engage with community and stakeholders and provide customer focus • Sound literacy skills • Proven ability to work effectively as an individual or as part of a team • Ability to follow directions and work in a safe manner at all times • Chainsaw, First Aid Level 2, White Card, ACUP
Desirable	<ul style="list-style-type: none"> • Certificate III Conservation and Land Management / or demonstrated experience in natural resource management

Core Leadership Capabilities

CAPABILITY	BEHAVIOUR
Business Acumen	<ul style="list-style-type: none"> • Has a strong understanding of the business • Understands what GLaWAC does and how this applies to their role
Strategic Leadership	<ul style="list-style-type: none"> • Understands the key business goals of GLaWAC and how they contribute to it in their role
Collaboration & Stakeholder Management	<ul style="list-style-type: none"> • Builds and maintains strong relationships across the business and with partners • Works collaboratively with peers and other teams
Communication	<ul style="list-style-type: none"> • Confident communicator • Tailors written and verbal communication to different audiences • Demonstrates active listening skills • Seeks clarification to build understanding of the other person's needs • Is able to express thoughts and articulate their ideas in a clear and concise manner (appropriate to the needs of the audience) • Effectively manages conflicts
Delivery Focus	<ul style="list-style-type: none"> • Always does what they say they will • Meets required deadlines with high quality output • Prioritises workload to achieve results and has the courage to ask for help if needed • Demonstrates the resilience to keep moving forward when faced with business challenges
Manages Self	<ul style="list-style-type: none"> • Is self-aware; knows personal strengths, weaknesses, opportunities and limits • Is cool under pressure, does not become defensive • Is open to and seeks feedback • Learns from mistakes

Mandatory Licence and Checks

- Mandatory random Drug and Alcohol Testing (Policy Agreement)
- Current Victorian Manual Driver's Licence
- Satisfactory Police Check

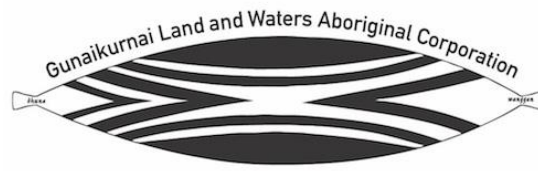
Key Relationships

Internal

- All Staff

External

- Parks Victoria
- Government Agencies
- Strategic Partners
- Community



- TAFE